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Town of Natick



"Natick Days"

2003 Annual Town Report

2003 Annual Town Report

Dedicated to The Hunnewell Family

In the mid-1850s, a large tract of land in what is now Natick and Wellesley passed out of the hands of the resident Indian tribes and was acquired by Horatio Hollis Hunnewell (1810-1902). Five generations of his descendants have lived there, and for all that time they have been stewards of the land.

For over one hundred years the Hunnewells have shared their bounty with the citizens of Natick. In 1902 they began by giving 11 acres of land along the Charles River for a playground, and in 1906 donated another plot of land for Oldtown Park. In 1933, Mary Hunnewell deeded 100 acres of land to the Town in memory of her late husband, creating what is now the Henry S. Hunnewell Memorial Town Forest. A place of respite and repose, the Forest offers those who stroll its paths quiet sanctuary and isolation from the frantic pace of life just outside its boundaries.

The Hunnewells have always demonstrated an extraordinary sensitivity to the land. They have repeatedly shown their concern for the fragility of its ecosystems, and their desire to protect and preserve the history of those who once lived upon it.

When land is developed, when trees fall to the chainsaw and rolling meadows are flattened so that houses can be more easily built, the loss to the community is incalculable. The supply of land is fixed, and once it has fallen beneath the bulldozer's blade, it's gone forever. Paths that had been strolled are paved over, and sweeping vistas that once delighted the eye and satisfied the soul have vanished.

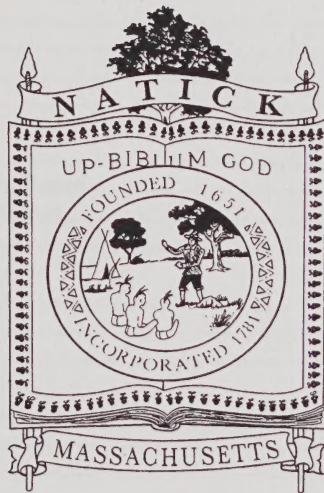
Over the last hundred years, the Hunnewells have given or protected more than 300 acres of pristine land in Natick, including land which expanded the Broadmoor Audubon Wildlife Sanctuary. Virtually all of it — including twenty acres accepted in November 2003 — carries conservation restrictions that ensure it will remain open and undeveloped in perpetuity.

Here in Massachusetts, at the start of the twenty-first century, the pressure to build on undeveloped land is enormous. In the midst of this, the Hunnewells have gifted to or protected for Natick's inhabitants lands that will never be built upon, and whose beauty, serenity and historical significance will remain for our edification and quiet enjoyment for generations to come.

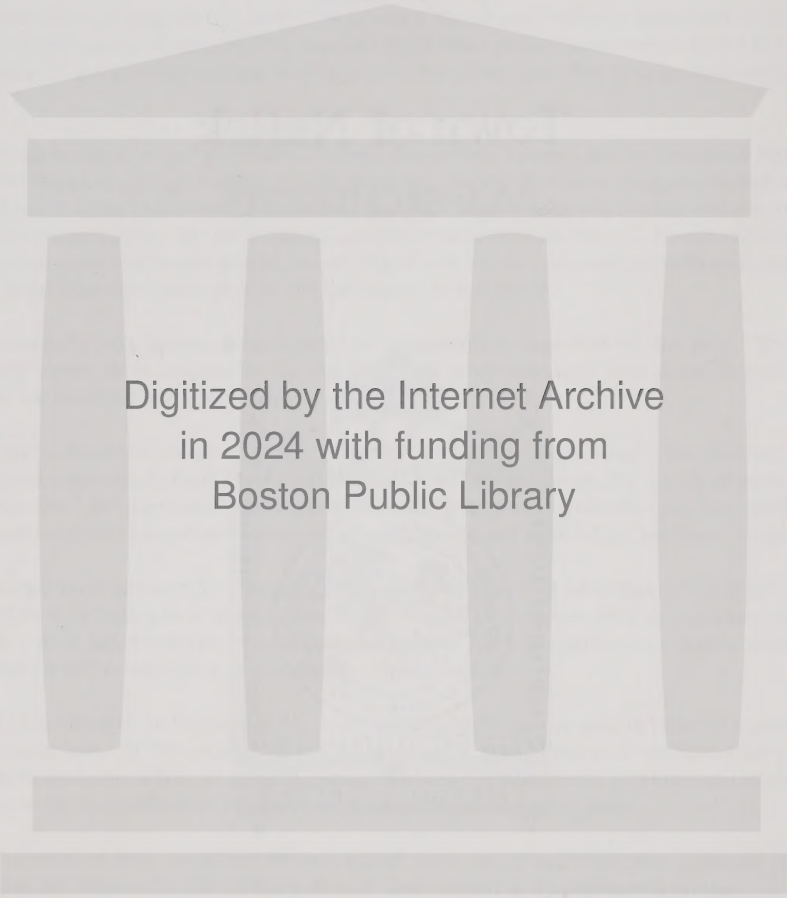
In appreciation of their farsighted stewardship of these lands, and with deep gratitude for their generosity, we dedicate the 2003 Natick Annual Town Report to the Hunnewell family.

*224th Annual Report
of The*

Town of Natick
MASSACHUSETTS



Year Ending December 31, 2003



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Talent Bank Application
Board of Selectmen

Natick Town Hall
13 East Central Street
Natick, Massachusetts 01760

Name: _____ Telephone: _____

Address: _____ Precinct: _____

Occupation: _____ Employer/School: _____

Business Address: _____ Telephone: _____

Paid Experience: _____

Volunteer Experience: _____

Skills, Interests, Hobbies: _____

Other Background: _____

Availability: School Year _____ Summer _____ As Needed _____

Time: Days _____ Evenings _____ Weekends _____ As Needed _____

Special Interest: _____

Retirees for Calendar Year 2003

Employee Name	Department	Date of Retirement
Alderman, Peter	Kennedy Middle School	August 5, 2003
Biagetti, Celia	Lilja School	June 30, 2003
Burnham, Donald	Pupil Personnel Services	August 26, 2003
Cahill, John	Natick High School	June 30, 2003
Corazzini, Anne	Kennedy Middle School	December 23, 2003
DiNapoli, Luigi	Wilson Middle School	December 1, 2003
Douglas, Richard	Police Department	September 3, 2003
Eppsteiner, Elizabeth	Pupil Personnel Services	August 16, 2003
Fangel, Henry	Public Works	August 5, 2003
Gershkowitz, Barbara	Wilson Middle School	June 20, 2003
Hall, Janice	School Central Administration	January 3, 2003
Hart, Kathleen	Pupil Personnel Services	June 30, 2003
Holmgren, Ralph	Public Works	October 22, 2003
Kirton, Alfred, Jr.	Natick High School	June 30, 2003
Kolow, Theodore	Kennedy Middle School	June 30, 2003
Leavitt, John	Kennedy Middle School	June 30, 2003
Limric, Mary Ann	Wilson Middle School	August 1, 2003
Linton, Kevin	Public Works	April 4, 2003
Lombardini, Jean	Memorial School	October 1, 2003
Martinez, Helen	Kennedy Middle School	December 23, 2003
McConathy, Jennifer	Wilson Middle School	June 30, 2003
Morgan, Alfred	Police Department	November 13, 2003
Murphy, Joseph	Fire Department	July 1, 2003
Parker, Gretta	Bennett Hemenway School	June 30, 2003
Peristere, Susan	Brown School	June 30, 2003
Plaisted, Philip	Public Works	June 30, 2003
Reynolds, Peter	Fire Department	December 31, 2003
Ryan, John	School Custodial Services	October 17, 2003
Saradnik, Stephen	Natick High School	August 19, 2003
Sheppard, Douglas	Lilja School	June 30, 2003
Stanhope, Gerald	Fire Department	July 1, 2003
Weagle, Edward	Fire Department	February 24, 2003
White, Elaine	Kennedy Middle School	January 11, 2003
Zuretti, David	Kennedy Middle School	June 30, 2003

General Statistics

Natick was incorporated as a Town on February 19, 1781.

Location: 18 miles west of Boston

Population: 32,170

Registered Voters: (December 31, 2003)

Democratic	6380	Natural Law Party	2	Green Rainbow Party	36
Republican	2757	Int. 3 rd Party	11	America 1st Party	1
Unenrolled	10,144	Libertarian Party	71	Reform Party	5
Total		19,407			

Area: 15.99 square miles

Town Offices: Town Hall, 13 East Central Street

State Senators: David P. Magnani, Framingham; Cheryl A. Jacques, Needham

United States Senators: Edward M. Kennedy and John F. Kerry

Representative in Congress: Edward Markey, Malden (7th Congressional Dist.)

Representative in House: David Paul Linsky (5th Middlesex Dist.) Alice Hanlon Peisch (14th Norfolk District)

Voting Qualifications: Must be 18 years of age on or before Election Day, born in the United States or fully naturalized; a resident of Natick.

Registration of Voters: Town Clerk's Office, 13 East Central Street, daily from 8:00 a.m. to 5:00 p.m., Wednesday evenings until 8:00 p.m.

Where to Vote (Precinct Numbers):

Kennedy Middle School, 163 Mill Street	(1)
Cole Recreational Center, 179 Boden Lane	(2)
Kennedy Middle School, 163 Mill Street	(3)
Wilson Middle School, 24 Rutledge Road	(4)
Wilson Middle School, 24 Rutledge Road	(5)
Lilja School, 41 Bacon Street at Oak Street	(6)
Lilja School, 41 Bacon Street at Oak Street	(7)
Natick High School, 15 West Street	(8)
Morse Institute Library, 14 East Central Street	(9)
Memorial School, 107 Eliot Street	(10)

TAX BILLS: Due and payable in quarterly installments; August 1st, November 1st, February 1st, and May 1st. Interest accrued on all taxes, betterments and liens, not paid by the due date at the rate of 14% per annum, on the unpaid balance, from the due date to the date of payment.

Town Officials



Natick Board of Selectmen

Elected Town Officials	Term Expires	
Board of Selectmen	Jeffrey A. Stern Chairperson	2004
	John Ciccariello, V. Chair	2004
	Paul R. McKinley	2005
	Charles M. Hughes	2005
	Jay H. Ball, Clerk	2006
Board of Assessors	George W. Potts, Jr.	2004
	Janice M. D'Angelo	2004
	Peter J. Foundas	2005
Board of Health	Donald Breda	2004
	Michael Bliss	2005
	Peter Delli Colli, DMD	2006
	Anthony G. Capobianco, M.D. Phys. To Bd.	
Constables	Thomas Morris	2004
	Sebastian Gruposso	2004
	Barry R. Newman	2004
	David Webb	2004
	Mark St. Hilaire	2004

Elected Town Officials		Term Expires
Housing Authority	Virginia M. Doucette	2004
	Edward J. Hurst	2005
	Anthony J. Onorato	2006
	Paul E. Carew (State Appointee)	2007
	James M. White	2008
Moderator	Paul Connolly	2004
Morse Institute	Marshall Lebowitz	2008
	Elliot M. Goodman	2008
	Joseph A. Keefe	2008
	Harriet Buckingham	2008
	Kathleen Donovan	2008
Planning Board	Robert Foster	2004
	Kenneth Soderholm	2005
	George Richards, III	2006
	Julian J. Munnich	2007
	Robert W. Eisenmenger	2008
Associate Member	Andrew J. Meyer	2007
Recreation & Parks Commission	Christine Polito	2004
	Ronald V. Ordway, Sr.	2004
	Jason Giannetti	2005
	John Griffith	2005
	David W. Ordway	2006
School Committee	Michael P. Cashman	2004
	Edward J. Wynne	2004
	Henry W. Haugland	2004
	Jonathan Freedman	2005
	Peggy A. Broekel	2005
	Diane B. Packer	2006
	Kristine M. VanAmsterdam	2006
Town Clerk	Jane M. Hladick	2004

Town Officials Appointed by Selectmen		Term Expires
Chief of Police	Dennis R. Mannix	CS
Comptroller	E. Ruthann Cashman	2003
Dir. Of Veterans Services	John M. MacGillivray	2004
Emergency Management Director	Dennis R. Mannix	
Asst. Emergency Management Dir.	James M. Brien	
Fire Chief	James M. Brien	CS
Labor Relations Consultant	Murphy, Hesse, Toomey & Lehane	
Lock-Up-Keeper	Dennis R. Mannix	2004
Parking Clerk	Sebastian F. Gruppiso	
Regional Transportation Adv. Council	Sarkis Sarkisian	2004
Rep. To MBTA Adv. Board	Elizabeth A. Bransfield	2004
Rep. To Metropolitan Area Planning Council	Robert Eisenmenger	2004
Rep. To MWRA Adv. Board	John Craig	2006
Rep. To South Middlesex Opportunity Council	Dorothy Kennedy	2005
Reps. To MetroWest Growth Mgmt. Com.	Paul McKinley	
	Robert Eisenmenger	
South Middlesex Regional Vocational School Reps.		
	Tassos Filledes	2006
	Stephen Kane	2005
Town Administrator	Philip E. Lemnios	2005
Town Counsel	Murphy, Hesse, Toomey & Lehane	
	(John P. Flynn)	2004
Veterans Burial Officer	John M. MacGillivray	2004

CS = Civil Service

Committees Appointed by the Bd. Of Selectmen		Term Expires
Bacon Free Library Maintenance Com.	Erin Cummings	2004
	Michael Collins	2004
	David Ferrari	2004
	John Newton	2005
	Ruth Fox	2005
Bicycle & Pedestrian Advisory Committee	Martin Kessel	2004
	Mel Albert	2004
	A. Richard Miller	2004
	Jill Miller	2005
	Joshua Lombard	2005
	Stephen Broadley	2006
	Susan Geiser	2006
Cable Advisory Board	Vincent Evangelista	2004
	Paul Ladd	2004
	Rod Feak	2005
	Ron Ordway	2005
	Hank Szretter	2006
	Arnold Pinsley	2006
	Martha Jones	2006
Conservation Commission	Douglas Shepard	2004
	Bernard Raftery	2004
	Matthew Gardner	2004
	Jason Makofsky	2005
	Kathy Rehl	2005
	George Bain	2006
	Randy Johnson	2006
Contributory Retirement Board	Robert J. Drew	2005
	Michael Melchiorri	2005
	David A. Given	2006
	John D. Mahaney	2006
	E. Ruthann Cashman (Ex. Officio)	
Council on Aging	Gisele Woodward	2004
	Rita Doran	2004
	Jerry Pierce	2004
	Fay DeAvignon	2005
	Jean Cain	2005
	Dino Trubiano	2005
	Karen Oakley	2005
	Susan Sullivan	2006
	Ruth Rogers (Hon. Member)	
Elderly & Disabled Taxation Fund Committee	Joseph P. Imparato	2004
	Ralph Letner	2006
	Jan D'Angelo (Board of Assessors)	
	Melanie Phillips (Treasurer/Collector)	

Committees Appointed by the Bd. Of Selectmen		Term Expires
--	--	--------------

Historical Commission	Virginia Lyster	2004
	James Holman	2004
	Elliot Goodman	2005
	Maureen Sullivan	2005
	Edna G. Sargent	2006
	Kathleen Broomer	2006
	Stephen Evers	2006
<i>Alternate Members</i>	David B. Achenback	2005
	Nancy Lavash	2006
	Anna Mancini	2006
Historic District Commission	Jeannine Furrer	2004
	Patricia Marr	2004
	Paul Felopulos	2004
	Roxanne Fancourt	2005
	D. Michael Collins	2005
	Laura Duncan	2006
	Mark Balk	2006
<i>Alternate Members</i>	Ryan Applegate	2005
	Christopher Milford	2005
	William Proia	2006
Information Systems Advisory Board	Mary Kate Applegate	2005
	Kenneth Chernack	2005
	Roger Beer	2006
	Gwendolyn Sams-Lynch	2006
	Hank Szretter	2006
Natick Cultural Council	Ann Marie Kott	2004
	Grace Napier	2004
	Barbara Little	2005
	Ruth Scotch	2005
	Amy Lawler	2005
	Cathi Ianno Fournier	2005
	Anna Mieszkowska	2005
Open Space Advisory Committee	Irene DelBonno	2004
	Wayne Szretter	2004
	Michael Caccavalle	2005
	Robert Eisenmenger	2005
	Martin Kessel	2006
	David Dimmick	2006
	Jason Makofsky	2006
Recreation & Parks Commission	Seth Levine	2004
	Timothy Kelley	2004
	Stephen Carty	2005
	Wayne Szretter	2006

Committees Appointed by the Bd. Of Selectmen Term Expires

Recycling Study & Advisory Committee	Jeanne Stanton	2004
	Nancy J. Higgins	2004
	Frank McDonough	2005
	Christopher Banthin	2005
	Terry Miller	2006
	Pat Severance	2006
Registrars of Voters	David Eaton (Republican)	2004
	Blanche Eaton (Republican)	2005
	Richard Philben (Democrat)	2006
	Jane M. Hladick (Dem./Town Clerk)	
Town Forest Committee	Peter Frykman	2004
	Ann Marie Regan	2005
	Wayne Chouinard	2005
	Paul Spurling	2006
	Dan Spurling	2006
Youth Advisory Board	Oliver Barbier	2004
	Igor Minevich	2004
	Emily Lewis	2004
	Ariah Reilly	2004
	Adhiti Kannan	2005
	Zachary Garafalo	2005
	Kenny Kuehnast	2005
	Virginia Barbier	2005
Zoning Board of Appeals	Robert Troccolo	2004
	Ronald Lustig	2005
	James Fletcher	2005
	Robert Havener	2005
	Stephen Perry	2006
Associate Members	Deborah Nelson	2004
	Laura Godin	2005
	Michael Radin	2006

Special Municipal Employees

Finance Committee	2004
Lauren Stiller Rikleen	2004
Constables	2004

Officers Appointed by the Town Administrator	Term Expires
--	--------------

Community Development Director	Sarkis Sarkisian	2004
Deputy Town Administrator		
Director of Department of Public Works	Charles J. Sisitsky	
Animal Control Officer	Keith Tosi	
Inspector of Buildings	Michael Melchiorri	
Local Inspector	Michael Connelly	CS
Sealer of Weights & Measures	Joseph Mulvey	CS
Town Treasurer/Collector	Robert Palmer	2004
Tree Warden & Insect and Pest Control Supt.	John Cunniff	

Committees Appointed by the Town Adm.	Term Expires
---------------------------------------	--------------

Commission on Handicapped Affairs	Ron Ordway	2003
	Joan Sherizen	2003
	Cheryl Freier	2003
	Melvin Hirsh	2004
	Russell Thome	2005
	Sandra Crossman	2005
	Gwen Kermode	2005
Golf Course Oversight Committee	Barbara Chinetti	2003
	Paul Power	2003
	Edward Salamoff	2004
	David Baier	2005
	Larry Rosen	2005
Personnel Board	John Barrett	
	Edward Jones	
Safety Committee	Chief Dennis Mannix	
	Chief James Brien	
	Michael Melchiorri	
	Sgt. Robert Davis	
	Sarkis Sarkisian	
	Peg Broekel	
	Charles Sisitsky	
	Joan Craig	
	Robert Ward, Sr.	
	Ronald Ordway (Citizen at Large)	
	John Slamin (Citizen at Large)	

Committees Appointed by the Town Adm.	Term Expires
---------------------------------------	--------------

Town Report Committee	Sebastian Gruppiso Maureen Fleming Thomas Morris Jane M. Hladick
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Committees Appointed by The Moderator	Term Expires
---------------------------------------	--------------

Finance Committee	Gail Kaprielian	2004
	Jeffrey M. Phillips	2004
	Linda C. Sussman	2004
	Bruce P. Wright	2004
	Lynn E. Mattice	2004
	John R. Culkin	2005
	Paul B. Griesmer	2005
	Carol Gloff	2005
	Catherine G. Matzilevich	2005
	Wilson E. Idzal	2005
	Richard Jennett	2006
	Frank W. Foss	2006
	Dominic Mirante	2006
	Craig Ross	2006
	Christopher F. Lee	2006

Natick High School

Graduating Class of 2003

Jenna Marie Alberghini
 Brett R. Allard
 Christopher W. Andreotes
 Starsha Tacoma Atkins
 Kerrin E. Aucoin
 Brendon Marcus Aue *
 Michael M. Baker
 Eric Michael Band * μ
 Kara Barbo
 Charles M. Barone
 Nathan William Barrett *
 Gavin W. Bates *
 Stephen T. Bedford
 Baruch W. Behrends
 Jacquelyn J. Bellemare
 Amanda Rachel Bello * μ
 Daniel L. Benatti
 Caitlin Elizabeth Bergin
 Nicholas Angelo Bernard
 Amy Jo Bertolino
 Becky Sue Bertolino
 Emily A. Black
 Nicholas H. Bliss
 Lauren Michelle Blute * μ
 Thelbert Marquise Boggs
 Perry Bonnet
 William H. Bortcosh *
 Kyle John Boudreau
 Debbie Elaine Bresse
 Florian A. Briem
 Taryn Cynthia Brochu
 Deanna M. Brunet
 Pasquale Bruno
 Mary Elizabeth Bryant
 Cassandra Pope Budge
 Daniel Lee Buianowski
 William F. Burke IV
 Benjamin P. Butterfield
 Laurie Ann Cadigan
 Bryan G. Cakebread
 Brian Matthew Canning
 Theresa Gravallese Carpenter *
 Thomas P. Carrigg
 Michael D. Carter, Jr.
 Michael J. Caulfield
 Tara P. Chagnon
 Leon R. Choi *
 Michelle Lynn Cioto
 Charlene Nicole Nistal Clancy
 Erin Kathleen Clover
 Sarah Ellen Collins

Christine Elizabeth Connolly *
 Stephanie Suné Corbett
 Brian D. Cosgrove
 Julie Ann Cotter
 Samuel Stephen Crisafulli
 Ryan Thomas Crowley *
 Stephen Paul Daggett *
 Lindsay Ann D'Agnelli
 Mark Andrew D'Agostino
 Lindsey J. Davis
 Ryan T. DeSisto
 Melissa Rose DiCicco
 Katelin Bridget DiModica
 Alison E. Duncan * μ
 Julie Elizabeth Eastman
 Yiannis Emmanouilidis *
 Patrick William Fair
 Kara Marie Feloney
 Zachary B. Fields *
 John Robert Filleti
 David J. Fiorentino
 Emily L. Fisher
 Caitlin Anne Fitzgerald * μ
 Christopher K. Flynn
 Brian Joseph Ford
 Michael Neal Freilich
 Elizabeth Ann Friscino *
 Costas Ed Frost
 Ashley Gagnon
 Christopher G. Gebhardt *
 Meghan L. Georgopoulos
 Caitlin L. Glawson
 Jenna Lee Gorzynski
 Colleen E. Grady *
 Alexander Tomás Gramajo *
 Craig Allen Gronberg
 Brandon David Grunes * μ
 David Michael Guen *
 Lisa Meloni Guild
 Graham Steve Gullans *
 David George Hallisey
 Kristin Elizabeth Hamel
 Andrew J. Hamilton
 Julie Marie Hamilton
 Thomas Morrison Hamnett *
 Stephen John Hanna
 William R. Hanna *
 Lindsay Marie Hannan
 Lauren Ann Hansen
 Aaron Louis Harman *

Lauren Elizabeth Harris
 David A. Harrow, Jr.
 Melissa Ann Hartin *
 Nicholas M. Hayes
 Stephen Ray Henley
 Lucien J. Henry
 Stephen Thomas Holt *
 Megan Elizabeth Horrigan *
 Amber J. Howard
 William J. Hudson
 Benjamin Erik Ingard *
 Jamie Christine Ito *
 Colin D. Jackson
 Jessica Renée Jones
 Michelle Lee Joseph
 Alexander S. Kampersal
 Greg James Kampersal
 Sarah Kathleen Karian *
 Kelly Ann Kaufman
 Jacqueline Taylor Keefe
 Ken Patrick Kehoe
 Nicole Marie Kelly
 Joseph D. Ketner *
 Melissa E. Killian
 Katie Ann Kiser
 Michael A. Kistoglou
 Sarah Beth Kosky
 Christopher Andrew Lacerra
 Diane Rose LaTouf
 Gina Marie Lavezzo
 Sergey Lazeykin, Jr.
 Tiffany Tina Lee
 Jacob Benjamin Lehrhoff *
 Tobias Gojmerac Leiner
 Michael Andrew Leip
 Brian James Leshinski
 Emily Renee Lewis
 Keith Thomas Libby
 Mark Samuel Linehan *
 Janiene Denise Linn
 Scott E. Lubarsky
 Andrey Lyalko
 Ashley Marie Mabardy
 Katherine J. MacDonald
 Brian Joseph MacIsaac
 Kathryn Elizabeth Mack
 Kirsten Danielle MacKenzie
 Kyle David MacKenzie
 Ryan Kelton MacKinnon
 Eric Justin MacNeil *
 Danielle Lee Mahoney

Natick High School

Graduating Class of 2003

Brandon Jacob Malmade
 Jennifer Manning
 Anthony Addison Marini
 Nicole Ashley Mazzarini
 Kevin P. McCarthy
 Erin Ann McCracken
 Emily Merrigan McGrath
 Meghan Quinn McKenzie *
 Meredith McSorley
 Tiffany Lynn Merchant
 Jeffrey T. Merryman
 Kathleen Elizabeth Mirante *
 Daniel W. Moran
 Ryan James Moran
 Eric S. Moy
 Sarah Elise Mulcahy *
 Leigh Ann Nagle
 Shannon Marie Nagle
 Lincoln James Ned III
 Michelle Elyse Nelson
 Timothy Scott Nelson
 Anthony Joseph Nigro III
 Kim-Mai Ruth Nunnery
 Catherine Elizabeth Nunziata *
 Melissa Ann Ockerby
 Craig Patrick O'Reilly
 Matthew D. O'Reilly
 Ryan A. Pagella
 Christopher Allen Pappas
 Benjamin Currie Park
 Tracy Danielle Park
 Jessica Celia Paul
 Frank Jacob Peacock
 Kristine Marie Perodeau
 Lisa Nicole Perry *
 Shana Nicole Poisson
 Jonathan M. Pope
 Stacia Marie Posson
 Stephen Hughes Powell
 Christopher Quartarone
 Christin B. Ranucci
 Matthew R. Reed
 Aariah Mairi Reilly *
 Christopher M. Reilly
 Christopher Travis Resmini
 Michael Joseph Reynolds *
 Andrea Mary Ridge
 Elizabeth Laura Robichaud *
 Kelly René Rodenbaugh
 Gregory Ryan Rohtstein

Kevin Joseph Rooney
 Matthew H. Roses
 Elissa Marie Russo
 Sonaz Safari *
 Christie Beth Sapienza
 Phillip John Sasonoff *
 Ashley Dee Savilonis
 Heidi M. Schultz
 Heather Lynn Scott
 Roger Vassily Selsov
 Abigail L. Shatkin-Margolis *
 Michael Sherman
 Chu-Un Davina Shih *
 Nicholas Shkreli
 David Matthew Silvestri * μ
 James S. Slavet
 Deborah K. Slutsky * μ
 Katharine Anne Smith * μ
 William Theodore Sticka *
 Erica A. Stone
 Benjamin Justin Stoppelman
 Anna Elizabeth Sullivan
 Lindsay Margaret Sullivan
 Tobin Pierce Sullivan * μ
 Amy Marie Sulser *
 Tara L. Sulzen *
 Scott Andrew Surface *
 Michael Warren Sutherland
 Francis William Sweeney *
 Andrew Wotherspoon Tallini II
 Victoria Lanae Templeton
 James R. Thurston
 Cynthia Kay Toole
 Rosalina Torres
 Rachel Ann Trepanier
 Amanda Rachel Turner *
 Jennifer Diane van Schouwen
 Nicholas James Vanderveldt
 Meghan E. Vitale
 Christine Leigh Viveiros
 Mark R. Waddell
 Rebecca Blossom Wasserman
 Justin Michael Waters
 Geoffrey Setta Weagraff
 Jacquelyn Christine Weston
 Ryan Christopher White
 Maria May Wolman *
 Raymond Wong
 Lillian Rachel Worona *
 Jennifer Michelle Yancey

Joshua Joseph Zall *
 David Matthew Zucker *

* National Honor Society Members
 μ High Honors every term all 4 years

Section 1

*Annual Reports from Town Departments,
Committees, Boards and Commissions*

General Government

Board of Selectmen & Town Administrator

2003 proved to be another interesting year in the life of Natick. Fiscal uncertainty lapped at our door step threatening some of the gains made in previous years. The most significant element to the instability was the reduction in state aid. At the beginning of Fiscal Year 2003, state aid to Natick was \$11,996,836 a \$200,000 dollar decrease from FY02. On February 26, 2003, Governor Romney announced that due to a revenue shortfall in the State's budget an additional \$441,000 would be cut from the FY03 fiscal year allotment resulting in a final FY03 State Aid allotment to Natick of \$11,555,487. Ultimately state aid was cut to \$10.18 in Fiscal Year 2004 (beginning on July 1, 2003). The total reduction in state aid in terms of dollars for FY 03 and FY 04 was \$2.02 million.

The Fiscal Year 2004 Budget was developed with a set of revenue assumptions that have not been employed for over ten years. As a result of the Commonwealth's fiscal problems the commitment to local government was under pressure which resulted in less revenue sharing with cities and towns in Fiscal Year 2003-2004.

As planning for the FY04 budget began challenges were identified and it was determined that the budget process needed to be adjusted to reflect a multi-year approach. The immediate impact of this strategy was to hold operational expenditures to as close to level funding as possible while not denigrating our delivery of services. A portion of reserves was held aside to be used for FY05 expenditures.

The Board of Selectmen working in concert

with the School Committee and Finance Committee constructed a budget that minimized the impact of lost state aid. Several Town unions and all general government employees went without a wage adjustment to assist in executing the budget plan for FY2004. To the great credit of the Department Heads and employees this goal was met. The budget increased 2.74% or \$2,182,113 .

In 2003 the transition from a flat fee for the disposal of trash to a Pay-As-You-Throw (PAYT) program was completed. The program was the result of the hard work of the PAYT Committee working closely with the Department of Public Works. This program resulted in a 20% reduction in solid waste being collected and a comparable increase in recycling activities. The program offers an equitable system as homeowners only pay for the bags of trash placed at curbside. The successful implementation of the program will allow for productivity gains in the Public Works Department in FY2004.

The West Suburban Ice Arena was successfully placed under new management in May. Facilities Management Corporation (FMC) was awarded an eight year contract to operate the facility. In exchange for the lease FMC will provide capital upgrades to the facility in excess of \$840,000. Current users of the facility have already seen great improvements including new ice grooming machines, new ceiling treatments and improvements in the aesthetics of the facility.

The Sassamon Trace Golf Course was another topic of great interest in 2003. In May the Board of Selectmen commissioned an

independent audit of the course. In addition the Board established a Golf Course Review Committee to work with the auditors in reviewing the construction history and financial performance of the course from its inception. The audit and Committee's work revealed that the actual cost to construct the course had been understated by over \$500,000. In addition the Committee's report concluded that the marketing study used to justify building the facility was in all likelihood overly optimistic. By the conclusion of the year new pro-formae were being developed for the course in order to determine the viability of the facility.

In 2003, the Board of Selectmen voted to recommend that the MetroWest Health Inc. exercise its option to divest its holdings in MetroWest Medical Center. The divestiture of the Corporation's holdings realized a \$40 million dollar gain that flowed to the MetroWest Healthcare Foundation to be disbursed to member communities in the form of grants for many years to come.

The Board also put emphasis on the following projects in 2003:

- ◆ Renewed emphasis on improving the integrity and reporting structure for financial information. As a result of these efforts reportable conditions noted in the annual independent audit have been eliminated.
- ◆ Town Web-Site: Working with the MIS Advisory Board, Information Technology Department and Town Administrator sought to improve the accuracy of the site. More content was added including posting the full budget on-line and the Golf Course Review Committee's report on-line.
- ◆ Televised Coverage of Meetings: Working with the Cable Advisory Board and Pegasus Local Cable Access sought and

accomplished the upgrade of the audio component of meeting coverage. In addition they launched live televised coverage of Board of Selectmen meetings. Since the inception of live coverage several other Boards and Committees have used live coverage for their meetings as well.

- ◆ The Board spent many meetings reviewing the recommendation of the Alcohol Policy Study Group. Ultimately an updated set of license procedures and rules was adopted.
- ◆ Under the Direction of the Public Works Department and with the assistance of the Environmental Compliance Officer, Community Development Director and Park & Recreation Director a plan for the rehabilitation of the Gravel Pit was begun. Work in 2003 included the beginning of regrading and slope stabilization.
- ◆ Working with the Neighborhood Bus Advisory Committee the Board adopted the recommendation to move from an appointment /fixed route system to a fixed route system. The advantage of a fixed route system over the hybrid that was being operated is greater dependability and cost control. Those individuals that need an appointment can utilize a taxi voucher provided by the Senior Center through a grant program.
- ◆ The Board working with Natick Center Associates reviewed and revised the parking rules and regulations for the downtown business district. This effort was made to improve the tight downtown parking situation in the short-term.

In addition the Board of Selectmen serves as the Water and Sewer Commissioners for the Town. In their capacity as Commissioners, the Board of Selectmen took the following actions in 2003 to ensure the continued adequacy

supply of clean, safe drinking water to meet the requirements of the community.

- ◆ The adoption of a Storm Water Management Plan in compliance with federal and state environmental requirements to increase the protection of the groundwater supply.
- ◆ Awarded a contract in the amount of \$5.2 million to Methuen Construction for the expansion of the Springvale Treatment Plant. When completed the expansion will double the plants capacity for treating water from Springvale and Evergreen wells.

As 2003 concluded, planning for FY 2005 was well underway. The fiscal storm clouds

are still present. However, through careful planning, communication, resilience and a commitment to the citizens of Natick the Board of Selectmen is confident that Natick will weather the fiscal storm.

The Board wishes to thank all Town employees, Boards, Committees and volunteers that dedicate themselves to the community to ensure that Natick will continue to be the premier community in the MetroWest area to reside in. Thank you.

Sincerely,

Jeffrey Stern, Chair
On behalf of the
Board of Selectmen

Town Counsel

Legal issues were in no short supply in 2003, primarily in the areas of building, charter, claims against the Town, conservation, contracts, elections, licensing, subdivision control, schools, sewer, town meeting and zoning.

Annual town meetings were held in April and October. Town meeting increased personal exemption amounts for elderly, disabled veteran and blind property taxpayers; amended the By Laws to regulate the use of scooters, skateboards, roller skates, roller blades and other recreational conveyances; amended the By Laws to clarify eligibility for membership on the Finance Committee; amended the By Laws to provide for an Open Space Advisory Committee appointed by the Board of Selectmen; rejected a proposed By Law amendment which would have required the Board of Selectmen to provide a suitable

method for free public disposal of rubbish for Natick inhabitants; amended the Zoning By Laws to authorize appointment by the Board of Selectmen and the Planning Board of a Design Review Board regarding the Downtown Mixed Use District; authorized the Board of Selectmen to acquire two parcels of land near Speen Street and Route 9 owned by the Commonwealth of Massachusetts; rejected a proposed revision to the school bus transportation system fee schedule; authorized the Board of Selectmen to file a home rule petition which would allow functions at clubs with liquor licenses to sell liquor to be consumed on the premises if sponsored by a club member, subject to approval by the Alcoholic Beverages Control Commission and subject to conditions and regulations issued by the Board of Selectmen; and authorized the Board of Selectmen to file a home rule petition for the safe placement

of newborns and infants.

After a protracted process Natick and Framingham were unable to reach agreement on a transaction in which 13.5 acres of land off Morency Street in Natick owned by Framingham would have been conveyed to Natick for conservation purposes and the remaining acre of land in the parcel would have been developed by Framingham with Natick's assistance and sold by Framingham, with at least two of the lots used for affordable housing. Framingham subsequently voted to transfer the entire 14.5 acre parcel to the care, custody and control of its Conservation Commission.

Contracts were entered into for athletic trainer services, bridge investigation services, environmental management services, facilities management services, food management services, hazardous waste collection, a lease to operate and maintain the West Suburban Arena, police mutual aid, purchase of electricity, revaluation of commercial and residential property, sewer relining, construction of the Springvale Well Water Treatment Plant, general tree maintenance and public shade tree maintenance. Requests for Proposals were issued for golf course operation and maintenance and for curbside collection of rubbish and recycling.

Twenty lawsuits involving the Town of Natick were pending at the end of 2003 including one public records case, one real estate case, one gun case, one rubbish case, one comprehensive permit case, seven zoning

cases, four workers' compensation cases and four Appellate Tax Board cases involving four taxpayers.

Eleven lawsuits involving the Town of Natick were resolved in 2003 including settlement of a suit by the painting subcontractor on the Bennett Hemenway School project by payment of substantially less than what was claimed; a decision by the Appeals Court which upheld an assessment of residential property for four fiscal years by the Board of Assessors; six Appellate Tax Board cases which were withdrawn by the appellants with no change in Natick's assessment; and three Appellate Tax Board cases which were settled for a value between Natick's assessment and the valuation claimed by the appellants.

Our firm, Murphy, Hesse, Toomey and Lehane, is a law firm of forty lawyers. My partners David Deluca and Geoffrey Wermuth and associates Joseph Bartulis, Stacey Bloom, Michael Bertoncini, David Appugliese, Bryan LeBlanc and Jason Gesing also worked on Town Counsel matters during the year. We wish to thank the Board of Selectmen, Philip Lemnios, Donna Challis, Maureen Fleming, Ann Wiles, and all Natick employees and board members for the patient, professional assistance which you provided to us throughout the year, often in various stages of general questions. We are grateful for the opportunity to represent the Town of Natick.

Respectfully Submitted,
MURPHY HESSE TOOMEY & LEHANE, LLP

By: John P. Flynn

Environmental Compliance

The Town continues to make progress in several areas of environmental compliance. Over the past year, the Environmental Compliance Officer (the "ECO"), hired in February of 2002 as a result of an enforcement action taken against the town by the federal Environmental Protection Agency (the "EPA") in November of 2001, continues to work with town departments on various environmental projects and environmental compliance matters.

The Town is in its third and final year of its enforcement action with EPA and has met all compliance requirements to date. In addition, many of the Pollution Prevention projects (the "P2 projects") initiated over the last two years in compliance with the enforcement action with EPA produced significant environmental benefits. Some of the more notable benefits realized this year, include:

- the reuse of 45 tons of street sweepings;
- the reduction of junk mail received by the Clerk's Office by 90%;
- the reuse or recycling of 5,500 old books and magazines previously discarded by the Library;
- the reduction in the amount of chemicals purchased and discarded by the High School;
- the reduction of the number of different cleaning products containing toxic constituents used by Town Departments;
- the reduction in the amount of virgin white paper used by the copy center in Town Hall;
- the increase in the recycling rate of paper and cardboard of the Library by 200%;
- the reduction in the amount of paint used by the School Department; and
- the increase in the Town-wide recycling rate by 20%.

The Town saved significant costs associated with these projects. Over the last year the implementation of the P2 projects resulted in an estimated cost savings to the Town of approximately \$180,000, with most of the cost savings resulting from the successful Pay-As-You-Throw project started in July of 2003. Much of the realized cost savings comes from avoided disposal cost.

The Town realized cost savings in other areas as well. The Environmental Compliance Officer (the "ECO") accepted the duties of the Natick Wetland Conservation Agent and based on the experience of the ECO, EPA agreed to let the ECO replace the P2 consultant hired in 2001 by the Town to help it comply with the EPA enforcement action. By consolidating job duties and responsibilities the Town has saved approximately \$65,000 in personnel and consultant costs. The Town also saved money by providing better oversight of consultant work when it initiated a competitive bidding process for environmental monitoring services at the landfill and golf course. The resulting cost savings to the Town is approximately \$90,000 for both items.

Finally, the Town continues to integrate environmental compliance in its operations and it continues to close-out as clean, Town owned properties contaminated with fuel oil. Compliance audits are completed weekly at the DPW yard on West Street to check compliance with appropriate Air Quality, Hazardous Waste and Clean Water requirements. Of the original 19 Town-owned oil tank sites only 3 sites remain in the regulatory clean-up process and the annual clean-up budget to fund the clean-up at these sites has gone from approximately \$250,000 for 2002 to approximately \$65,000 for 2004.

Robert Bois
Environmental Compliance Officer

Town Clerk

In the Year 2003 the Town Clerk's Office collected a total of \$94,670.00 in revenue. Certified copies of Vital Records issued totaled 474 and generated \$23,972 in revenue. Planning and Zoning applications were up from 2002 generating \$26,394 in revenue.

The total number of Vital Records filed and recorded in 2003 are as follows:

<u>Births</u>	<u>Deaths</u>	<u>Marriages</u>
440	428	97

A special thanks to staff member Patricia Strozzi, who is in full charge of recording and filing all vital statistics. Thank you.

Because Natick no longer has a birthing hospital all births filed and recorded are those of Natick residents that occur in another community such as Boston, Framingham, Newton, etc. All of these Vital Records are down in number from 2002.

With the help of the Information Technology Department and the Animal Control Officer

we have a computer generated system that allows the office to input data in a more efficient manner. The census form which is sent out every January has a portion on the bottom to allow you to license your dog through the mail. Due to the special effort of my staff member Virginia Doucette, I can report an increase of 300 licenses issued in 2003 compared to 2002. Thank you.

There were two Annual Town Meetings in 2003. The Annual Spring Town Meeting had 3 sessions. April 8, 10 and 15 and concluded business on 25 warrant articles. The Annual Fall town Meeting also had 3 sessions. October 21, 23 and 28 and acted on 25 warrant articles. The minutes of these meetings may be found elsewhere in this Town Report.

The year 2004 will be a challenge with 5 elections already scheduled. My staff and I look forward to servicing the residents of Natick and wish you all a happy and healthy New Year.

Respectfully Submitted,

Jane M. Hladick,
Town Clerk of Natick

Board of Registrars

There were two elections in 2003. The Annual Town Election held March 25, 2003 had a 15% turnout with a vote count of 3,038. Those offices on the ballot were, 1 member of the Board of Selectmen for a 3 year term, 1 Assessor for a 3 year term, 1 Constable for a 1 year term, 2 School Committee members for a 3 year term each, 1 member of the Board of Health for a 3 year term, 1 member of the Board of Health for a 2 year term, 1 member of the Housing Authority for a 5 year term, 5 Morse Institute Library Trustees for 5 year terms each, 1 member of the Planning Board for a 5 year term, 2 members of the Recreation and Park Commission for a 3 year term each, and 1 member of the Recreation and Park Commission for a 2 year term. Also 60 plus Town Meeting Members and 4 Ballot Questions for Charter changes.

The second election was a Special Election held on December 16, 2003 and had a 26.9% turnout with a vote count of 5,232. This Special Election was called by the Board of Selectmen through a referendum procedure contained in the Town By-Laws. A petition signed by 5% of the total number of Registered voters was filed with the Board of Registrars for certification forcing the Board of Selectmen to call a Special Election. The election was for 1 ballot question to vote "yes" or "no" to continue the pay-as-you-throw program. The "yes" vote received 1,454 to change pay-as-

you-throw to a "no fee" charge. The "no" vote received 3,778 to keep the pay-as-you-throw as is. If the referendum had passed it would have eliminated curb side pick-up and the probability of lay offs. It is a compliment to the residents that they did pay attention to the importance of this issue.

The following are the voter registration statistics as of December 31, 2003.

Democratic Party, 6,380; Republican Party, 2,757; Unenrolled, 10,144; Libertarian Party, 71; Green-Rainbow Party, 36; International 3rd Party, 11; Reform Party, 5; Natural Law Party, 2; and America 1st Party, 1. The total number of Registered Voters is 19,407.

The integrity of the data with regard to voter registration, preparation of voting lists for elections and the day to day challenges with the Massachusetts Central Voter Registry System can only be credited to the reliability and professional ability of staff member Judith Kuhn. Thank you.

Respectfully Submitted,

David B. Eaton
Blanche M. Eaton
Richard Philben
Jane M. Hladick

BOARD OF REGISTRARS

Information Technology

Overview

Calendar year 2003 was a rewarding year for the Information Technology Department. The Town's voice and data networks experienced 100% uptime running over the Natick Institutional Network (INET) fiber optic network. Utilizing the INET, Natick Pegasus began live broadcasts of the Selectmen and School Committee meetings as well as the Fall Town Meeting. The School Student Administrative software (Starbase) continues to expand as daily attendance and grade reporting modules were rolled out to high school and middle school teachers, extending the application's functionality to the classroom. Onsite training for all employees responsible for maintaining the Town web site (www.natickma.org) was conducted in February 2003, providing Town departments a much easier method for maintaining the department's web pages and in return provide better access to Town services and resources via the Internet.

The Information Technology Advisory Board has once again been an invaluable resource for the Town IT Department by providing experience and insight from the private sector. Thanks to all members, Hank Szretter, MaryKate Applegate, Ken Chernack, Gwendolyn Sams-Lynch and new member Roger Beers.

Services

On a day to day basis the IT Department provides critical core services for the Town's voice and data networks. The support and administration of the networks and systems that run on them account for a substantial amount of the department's resources and budget. The IT Department is currently

responsible for the administration and maintenance of the following large systems:

- ◆ Century's Starbase School Administration/Student Scheduling System Software
- ◆ Tyler Technologies Munis Financial Software
- ◆ Telephone System – 14 PBX's, ~500 phones, voice mail, call accounting
- ◆ Town Network – 300 PC's, 14 servers, switches, INET fiber optic networking equipment, etc...
- ◆ Town Intranet and Internet web sites
- ◆ Internet Access, Email, Network Security - Firewall
- ◆ Disaster Recovery, system backups
- ◆ Antivirus protection, email scrubbing

It should be noted each bulleted item has an enormous subset of responsibilities. This is also a very short list of actual work related activities and services provided by the IT Department.

Natick INET

In September, 2002, the Town of Natick began running all telephone and data service over a Town wide fiber optic network installed by cable service provider RCN and commonly referred to as the Natick Institutional Network or INET.

The license agreement with cable services provider RCN, required RCN to install and maintain a private fiber optic network, at no cost to the Town, for a period of ten years. RCN 'substantially' completed the installation of the long awaited INET in June 2002. During the next two months the fiber optic equipment was installed and by September 2002 voice and data service had been migrated to the INET.

The INET is a fiber optic network which can carry voice, video and data services. It connects all municipal buildings via multiple single mode fibers to the Police/Fire Station. Most Town buildings have 4 single mode fibers with the exception being the Natick High School which currently has 6 single mode fibers and the Police/Fire Station which has 96 single mode fibers.

By the end of 2003, RCN had 'substantially' completed the INET with the following outstanding issues remaining: Internet access via a T1 circuit, connectivity to the INET for the East School, Bacon Free Library and Gazebo on the Town common. These issues are currently being addressed and the Town anticipates resolution during calendar 2004.

The benefits of running all Town voice, video and data services over a private fiber optic network are significant. The most immediate and noticeable improvement over the previous Town wide voice/data network is the increased number of channels for telephone service to each Town building and the bandwidth available for data. Telephone service to each municipal building has increased from six dedicated lines to twenty four and data bandwidth between all municipal buildings has increased from 1MB to 1000MB (1 GB). Reliability has been impressive with 100% uptime.

Natick Web Site (www.natickma.org)

The Official Town of Natick web site provides 24 hour access to Town services. The web site is hosted by Virtual Town Hall, a company that specializes in designing and hosting municipal web sites. The Town also maintains a web server in Town Hall that is used by the Assessing Department for online mapping and assessment inquiries and the Natick Police web site (www.natickpolice.com). Virtual Town Hall features dynamic posting capabilities, in-depth searches and e-commerce functionality. A subscription service is available allowing

anyone to sign up for an email of a posted document(s), which could include public meetings, agendas, schedules, minutes, etc.

The entire web site can be searched and Town departments can easily maintain their web pages. Town Departments can now add and remove documents from their web folders, create and edit their web pages and add and remove links on the web pages without any knowledge of web page design.

One noticeable improvement in the services available through the web site is the ability to pay water/sewer bills online. This feature went live on December 22 and will be further extended during 2004 to allow online payment of Real Estate and Excise bills.

School Administrative Software

The Starbase application is continually being upgraded to better service the needs of the School Department. There are constant demands on the system as more users are added and become better acquainted with the many functions of the system. With the implementation of the state-wide mandated Student Information Management System, the integrity of the student data has become more critical. Besides updating and maintaining the software, on-going training and support is provided to all the Natick Public Schools.

Security and Viruses

As with most networks connected to the Internet, protection from hackers, spammers and viruses is a must. The IT department protects the Town's network and all related resources by use of a firewall, anti-virus software and email scrubbing. The anti-virus software resides on all servers and desktops and runs in real-time mode constantly checking for viruses in all files including email. The anti-virus software also updates the virus definitions daily through the use of a live update server.

In conclusion, 2003 was a very busy year with many accomplishments. The primary focus during 2004 will be on disaster-recovery and data and Internet redundancy. Internet access has become a critical component for conducting Town business so a second T1 will be installed to provide load balancing and fail-over capabilities. The necessity of data being available 99.999%, the ability to recover quickly from server failure and have disaster-recovery plans in place, are key objectives for the IT Department for 2004. The IT

Department will continue to evaluate new products and technologies that provide a convergence of services, the utilization of open source software and e-government solutions. For more information on the Information Technology Department visit the Information Technology Department web pages on the Town of Natick web site (www.natickma.org).

Respectfully Submitted,

Robert LeFrancois, Director Information Technology
 robertl@natickma.org

Board of Health

STAFF

Director of Public Health - Roger J. Wade, M.S.P.H.
 Senior Environmental Health Specialist - James M. White, B.A., C.P.H., R.S.
 Public Health Nurse – Laurie Anne Hulbig, R.N., B.S.N.
 Sanitarian – Michael K. Boudreau, B.S., R.S.
 Administrative Assistant - Pamela Morgan, B.A.
 P/T Department Assistant – Maureen Q. Composto, A.S.
 Animal Inspector - Edward A. Zullo, D.V.M.

Salmonellosis	5
Group A Streptococcal	2
Group B Strep	3
Influenza	11

Home visits made for contagion and other related matters totaled 48. Mantoux skin tests for tuberculosis totaled 163.5 positive reactors were identified.

At our weekly Blood Pressure Screening Clinics, 523 residents participated, with 12 referrals to private physicians.

Flu Clinics were held in the fall according to State guidelines, with both influenza and pneumococcal vaccines available. A total of 1,825 influenza and 75 pneumococcal inoculations were administered.

Rabies Clinics were held in June; a total of 187 dogs and cats were vaccinated, and \$935 in fees were returned to the Town Treasury. The Rabies Clinics were conducted by our Animal Inspector, Dr. Edward Zullo, who is in his 57th year of continuous service with the Board of Health.

The following communicable and reportable diseases were reported to the Board of Health during 2003:

Campylobacter	6
Chickenpox	3
Giardiasis	5
Hepatitis A	0
Hepatitis B	7
Hepatitis C	6
Lyme Disease	16
Meningitis/Encephalitis	2
Pertussis	5

Fees collected and returned to the Town Treasury for various licenses, permits, fees, and inspections totaled \$115,239.08.

In addition, \$1,200 was collected by the Town Clerk for non-criminal fines issued by the Board of Health for various code violations.

A total of 12,385 doses of various biologics (vaccines) were distributed to Natick physicians during 2003.

A total of 940 inspections were conducted for 347 food establishments of all types, including restaurants, markets, bakeries, caterers, clubs, schools, canteen trucks, food manufacturers, fairs, the hospital, nursing homes, and a circus. A total of 2,778 inspections, complaint investigations, progress inspections, and field consultations were carried out by Board of Health staff relative to environmental sanitation, housing, nursing homes, underground storage tanks, sewerage, drainage, swimming pools, day camps, livestock, hazardous materials, and other public health matters.

A total of 28 Show Cause Hearings, Court Cases, and Administrative Hearings were necessary during 2003.

Early in 2003 the Board of Health and its staff conducted an extensive review of their fee schedule for various permits, licenses, plan review and inspections, including a review of fees charged by other health departments in Massachusetts and across the country. As a result of this review, the Board adopted a new fee schedule with significant increases in most fees. The fee schedule was adopted as a Board of Health Regulation under Chapter 111 of the Massachusetts General Laws, and went into effect on April 7, 2003.

During 2003 Board of Health staff participated in further training sessions and exercises on emergency planning and the public health role in bioterrorism preparedness. The Board of Health will continue to improve its knowledge and capabilities in this area, and will continue to participate in Natick's Local Emergency Planning Committee (LEPC).

Peter A. Delli Colli, D.M.D., Chairman
Michael D. Bliss, J.D.
Donald J. Breda, P.E.
Anthony G. Capobianco, M.D., Physician to the Board

Roger J. Wade, M.S.P.H.
Director of Public Health



Board of Health

Human Resources

Council On Aging

The Council On Aging is the department primarily responsible for linking older adult needs with resources. Our mission is to provide advocacy and support systems for older adults by working with them toward the ultimate goal of maintaining independence and improving their quality of life. The Board's eight members and 9 staff members address the needs and concerns of Natick's 6,000+ adults over 60 years of age.

The variety of Wellness programs and services provided by the COA strive to: support frail elders in their homes; case management for older adults to age in place; provide information and assistance to families making life change decisions concerning elder family members; provide some supportive services for disabled of all ages; empowering consumers; and, provide preventive health programming, advocacy, education, social, and leisure opportunities for active adults. Fostering a sense of community and involvement through shared experiences guides the COA's activity.

Most programs and services are provided at the Kennedy Senior Center. Our high level of activity would not be possible if not for the 157 volunteers who donated their time. The impact in services and support unselfishly given by volunteers was \$344,207. Additionally, the Natick Visiting Nurse Association, Inc., Metro-West Medical Center, Jewish Family Services, Mary Ann Morse Nursing Home, SMOC Elderly Nutrition Program, Senior Citizens Legal Project, Vision Foundation, and many doctors and other health care professionals, local agencies and other town departments also provided "in-kind" services to benefit our older residents.

The COA department provided 48,938 units of service to 2,303 individuals in 2003. Service was provided in the senior center, in the consumers' homes and through transportation.

The Elder Advocates accessed in excess of \$80,000 in entitlement benefits for senior citizens in the areas of: food stamps, Massachusetts Health, SSI, SSDI, fuel assistance, Medicare programs, Good Neighbor Energy, BayPath Emergency Fund, and by processing Prescription Advantage applications. The SHINE counselors also assisted Medicare beneficiaries in saving money and navigating complex changes in the health insurance system. While the financial benefit of our Elder Advocates and SHINE counselors is significant, the non-financial benefits of access to information or resources, such as peace of mind and closure, are of equal importance.

What Was New in 2003?

- ◆ A medical reference library was established in partnership with the Morse Institute Library who received funding from the Metrowest Community Health Care Foundation: Leonard Morse Panel.
- ◆ A large print library was established with books discarded from the Morse Institute Library. The Lions Club provided funding for Keefe Vocational School students to construct the shelving.
- ◆ A spring Health Festival was held at the Elks and open to all ages.

- ◆ Our Pharmacy Talk program was chosen, by the conference committee, to present at the 2004 Joint Conference of the American Society on Aging and The National Council on the Aging.
- ◆ Our web pages on the town's website are up to date and our newsletter is on-line monthly.

The Council On Aging is committed to strengthening the capacity of our department in 2004. In the coming year, we will continue to advocate for seniors: in the areas of health, transportation, taxes and affordable housing; gather information from Natick seniors regarding 'what works well and what changes could be made'; continue the design process for a new senior center; and, continue assisting seniors and families in providing services that will assist them "Aging in Place" safely in their homes.

The Natick COA is challenged to offer service and support to a rapidly growing population. We welcome input from the community and encourage your comments, suggestions or complaints, as well as, participation.

Respectfully Submitted,

Diana Ryder, Director

Council On Aging Board
 Susan Sullivan, Chair.
 Rita Doran
 Dino Trubiano
 Gisele Woodward
 Fay DeAvignon
 Jean Cain
 Jerry Pierce
 Karen Oakley

Human Services & ADA Coordinator

Given the economic conditions over the past year, it is not surprising that the number of residents needing services has increased. The Human Services Department has worked with more individuals and families this year who are homeless, unemployed and needy. Given the state budget cuts, it has also become more difficult to find services for our residents. Information and referral, crisis intervention and assistance has increased requiring more phone calls, appointments, home visits and collaborating with service providers. Since this position was reduced to 20 hours a week as of September 1, 2003, it has been more difficult to meet the needs of residents and provide the case management needed. Even though the number of hours have been reduced, the number of referrals for mental health services has remained constant.

Work with the Natick Community Coalition to address issues raised in the 2002 Needs Assessment continued into 2003. The Elders Committee hosted an Educational Session and Health Resource Fair. We were able to obtain a grant from the Metrowest Community Health Care Foundation to provide a 12 week cardiovascular disease prevention program called "Heart Healthy Natick" in cooperation with HeartVentures. This is a crucial program as the Needs Assessment showed that the death rate in Natick from cardiovascular diseases is higher than that of the region and the state. The youth committee met several times and thanks to Kids Connect has been able to implement some of their goals.

The Department also continued to work on the Resource Directory, finalizing updated information and data entry. With the help of the library staff, it is hoped that the Directory

will be finalized and be made available both in hard copy and on the web. The Coalition is still researching and seeking funding options for this project.

The Youth Advisory Board continued to learn about Town government, and attended some of the Selectmen meetings and other Boards or Committees in town. The Chair of the Youth Advisory Board has also been appointed to the School Committee as a youth advisor. The youth members have worked hard this year on the Skateboard By-Law involving surveys of businesses, skateboarders, municipal departments and meetings with the Board of Selectmen and the Police Chief. They made their final presentation at the Fall Town Meeting. They have also worked to establish committees so that they can become more effective. They invite all youth in grades 7 and up to join a committee and get involved. The committees are Legislative, Public Relations, Events/Activities, Fund Raising, and Recruitment. The members have recruited a number of youth who are very active and each committee has a Chair or Co-chairs. They have established goals and need more youth involved to achieve these.

As ADA Coordinator, I have worked with the Commission on Disability throughout the year on making Natick more accessible to individuals with disabilities. We have worked with more than 50 businesses, religious organizations, architects or contractors on parking lot issues, buildings, entrances, access routes, restrooms, provision of services and more. The commission was represented at the 495 Business Expo and was able to distribute quite educational materials as well as answer specific questions and give technical advice to 100 businesses. We have achieved great

success with the businesses in Natick in making changes and working with us. We thank all of the businesses who have voluntarily made changes to comply with the regulations and those who have supported the Commission's activities over the past year.

It is with great difficulty that I write this, my final Town report, as after 20 years I have taken retirement from the Town of Natick and public service. This was a very tough decision for me to make, but looking at the future of 20 hours/week or 0 hours, I need to look for something more full time. I would like to thank colleagues, staff, volunteers, residents and friends whom I have worked with over the last 20 years in Recreation, Parks, Community Organic Farm, Human Services, Youth Advisory Board, Disability issues, Social and other Human Services, as well as those I served with on numerous Boards,

Commissions, and Committees. I feel very fortunate to have known and worked with so many marvelous people.

I will be in Natick a few hours each week working with the Commission on Disability to continue making Natick a more accessible community. These hours will be limited and will not be at a set time each week. I will leave a voice mail message that will give the times and days that I can be in the office or available for meetings and appointments. Messages can also be left on my voice mail or at my e-mail address gkermode@natickma.org.

Thanks to all for a great 20 years.

Respectfully Submitted,

Gwen Kermode, Director
Human Services Department
and ADA Coordinator.

Recreation and Parks Department

The Natick Recreation and Parks Department was very busy in 2003 with many new issues and challenges facing the department.

The administration actively participated in the successful transition of the West Suburban Arena from the Comets Community Youth Center, Inc. to Facilities Management Company, who will operate the rink for the next eight years for the community. This facility serves many local figure skaters, hockey players and residents, who depend on this facility for their leisure needs.

The Department also took an active role in the marketing of the Town's Golf Course, "Sassamon Trace," whose golf rounds increased in 2003 by 4,000 rounds. This increase of play brought an increase of \$45,000 to the Town over its 2002 revenues.

The Department on behalf of the Town also instituted a field "user fee" system for any youth sports groups and/or individuals, who use the town's outdoor athletic fields and parks. This system was intended to treat all user groups in a fair and equitable manner, while providing appropriate field repairs and lining services for all field users. Over \$30,000 worth of funds were collected for this purpose with the Department working closely with the Natick Department of Public Works, contractors and various youth sports groups in providing needed field preparation services and renovation work throughout the Town Park System.

Recreation and Leisure Service Programs such as Grade 4 - 8 Basketball, Sargent Center, Sports for All and Playgroup experienced an overall 5 - 20% increase in participation for

the 2003 calendar year. The “Summer Concert” and “Family Performing Arts Series” also enjoyed good attendance by the Community with an increased number of local businesses and organizations donating funds in helping to provide this service free to our residents.

The Parents of the Handicapped (PATH) in conjunction with Natick Recreation and Parks Department received grant funding for various needs at Camp Arrowhead. Grants came from the following: Middlesex Savings Bank Foundation for a new bathhouse at Camp Arrowhead, MetroWest Community Health Care Foundation for a camp nurse and related medical supplies, Community Crossroads Foundation for a supervisor and recruiter for “at-risk” volunteers to help at Camp Arrowhead and Boston Scientific Foundation for summer camp volunteer expenses for those that participated in residential “B” camp at Lions Camp Pride in Farmington NH. Thanks to the donors mentioned, as well as other businesses, churches and private individuals, the camp fees remained at an attainable rate for this unique special needs camp.

In addition to our recreation programs, the Department continued to work with a number of organizations, committees and agencies in helping to provide successful community activities such as “Natick Days” the Spooktacular, Town Holiday Lighting Ceremony, May Day and July 4th Week in Natick. These community activities compliment the Department’s special event programs of the Father/Daughter Valentine’s Day Dance, “Fun with the Bunny”, Parents of the Handicapped “Snowball Dance”, Family Triathlon, Cheryl Calder Golf Tournament and the Natick Community Organic Farm’s Springfest and Harvestfest Celebrations.

A number of park and recreation facilities received upgrades in 2003. Memorial Beach bathhouse received a new roof thanks to Bruce

Whitney and the New England Regional Council of Carpenters Union Local #275 during the fall at no labor cost to the Town of Natick. This outstanding community effort was complimented by the renovation of the beach’s picnic area by Natick DPW during this timeframe.

Scott Holcomb of Edgewater Development Association renovated the Camp Arrowhead Bath House Building at the A.V.A. (Amputee Veteran’s Association) Center. The newly constructed bathhouse features vastly improved ventilation and lighting for the campers. As previously mentioned, funding for the project was provided by Middlesex Savings Bank Foundation, along with other private resources via the Parents of the Handicapped. The outstanding work that Scott and his associates provided was definitely enjoyed and appreciated by all who attended the camp this summer.

Major renovations at the Coolidge and Navy Yard Baseball Fields were accomplished thanks to the combined efforts of the Natick Little League, Natick DPW and Recreation and Parks Department. These two infield projects will improve the quality of play for the users in 2004.

The Natick Youth Soccer Club also worked with the Recreation and Parks Department and DPW in establishing a new Brown School Soccer Area for play in 2004, thanks to their financial resources and support. In addition, other fields were renovated through the cooperation and support of the Club.

Other park improvements that took place in 2003 were as follows:

- Installation of a swing set at Brown School
- Installation of Park Benches at the South Natick Picnic Grove
- Turf renovation work at the Cole Center and JJ Lane Park Fields

- Trail kiosks installed at walking trails at the Coolidge Woods, Coolidge Hill and Middlesex Path thanks to the Natick Walks Trails Committee

The Natick Recreation and Parks commission has set three goals for the Department for the upcoming year. They are to (1) provide a range of professional recreation programs that reflect a balance between value and cost, (2) provide a sound and well maintained community recreation center, outdoor league facilities and parks for the department and community use and (3) work with community leisure groups and organizations in helping them provide leisure opportunities for Natick residents.

With these goals in mind, the Commission has spent the past four months analyzing Department User Fees. It is the opinion of the Commission to keep these fees as low as possible through good program management, working with committees and organizations in fundraising efforts and applying for grants whenever possible.

The Department will look to actively provide successful management and leadership at the golf course along with providing oversight support at West Suburban Arena to Facilities Management Corporation. Leisure services such as health, exercise and wellness programs, tennis and swim opportunities for

all family members and middle school outdoor adventure programming will be areas of focus in 2004.

The Department will continue to work with the Walnut Hill Association in renovating the Loker Park Playground in 2004. We will also continue to work with the Natick Soccer Club, Natick Little League and the various Town Departments in helping to acquire, develop and furnish excellent facilities for youth and the community alike. This work will include the renovation of the Cole Center Gymnasium Floor, Memorial Beach Landscaping, Camp Arrowhead Beach Front as well as other park, court and playground work.

The Natick Recreation and Parks Department and Commission wish to recognize and thank the many local businesses, individuals, civic organizations and volunteers who have supported our programs and parks through their financial and physical resources. We, as always, seek and appreciate the public's input on our services in an attempt to provide the Natick Community with the best programs and facilities possible. Your involvement in this regard is the medium of success for the department and the Natick community at large.

Respectfully Submitted,

Richard Cugini, Superintendent
Natick Recreation and Parks Department

Veterans Services

The Department of Veterans Services is an office that is mandated and governed by state law (Massachusetts State Law, Chapter 115). Through statute and regulations this program has evolved over the last 140 years to its present format. The rationale for this program is that veterans' benefits are just as much a necessary part of a nation's defense as are the shells and machines expended in war. Currently the Department of Veterans Affairs estimates that there are over 540,000 veterans residing in the Commonwealth of Massachusetts with slightly more than 3000 of them living in Natick.

The job of the Veterans Agent may be divided into four main aspects:

- 1) Provide financial and medical assistance to those veterans and/or dependents that are deemed to be both needy and worthy. This requires an in-depth investigation prior to rendering assistance. The Commonwealth reimburses the Town of Natick 75% of the monies expended by the Town for these benefits. For complete details and lists of expenditures please refer to the report of the Town Comptroller.
- 2) Provide service work and counseling. The agent assists applicants in obtaining alternative resources to which he/she may be entitled. These resources consist of VA pension, VA compensation, VA educational benefits, VA burial benefits,

VA home loans; food stamps; Social Security; SSD; SSI; fuel assistance; etc. During 2003 this office helped Natick residents obtain over \$150,000 in the aforementioned benefits. This money goes directly to the veteran and his/her dependents and represents a savings for the Natick taxpayer.

- 3) Serve as Graves Registration and Burial Officer. This office is responsible for ensuring that over 2,500 veterans' graves are decorated with flags and geraniums each Memorial Day. This office also helps to ensure that indigent veterans and/or their families receive proper burials.
- 4) Conduct parades and ceremonies. This office annually conducts parades on Veterans Day and Memorial Day. We also participate in the Fourth of July parade. We remain one of the few municipalities to still conduct a Pearl Harbor Remembrance Ceremony.

This office also fulfills the additional duties of Citizens' Information Officer. In this capacity this office has helped to place information on the Town's website in an accurate and timely manner. This office also works with the local cable TV station, PEGASUS, to help produce governmental programs.

Respectfully Submitted,

John M. MacGillivray
Director

Public Safety

Police Department



September 11, 2001. Although more than two years have passed since the day that dramatically changed the way we think about public safety, the cost of providing an acceptable level of public safety continues to grow. Law

enforcement's primary mission – to protect and serve – remains unchanged, but officers are more aware than ever that their focus may shift, at a moment's notice, from the traditional community policing and investigations involving murder, robbery, rape, aggravated assault, burglary, auto theft, larceny, and arson to investigations of and response to far more complicated and life-threatening matters rooted in terrorism.

While Natick remains a relatively peaceful and safe community, residents do not spend all their time within the town's borders. Most travel to their places of employment in the greater Boston area, if not in Boston itself. Being more likely that a terrorist event will occur where it has the most impact – i.e. a city or metropolitan area - funding from the United States Department of Homeland Defense flows primarily to these heavily populated areas.

Law enforcement may be forgiven if, despite our best efforts, a terrorist act does occur within the borders of our country, but we will not be excused for being unprepared to respond effectively to such an event. I continue to believe that the Natick Police Department's affiliation with the Metropolitan Law Enforcement Council (MetroLEC) is the most effective strategy to meet that need. The

MetroLEC now comprises forty-two police and sheriffs departments. Divisions within the Council include a 135 member Regional Response Team, including 35 members of a highly skilled SWAT team; a cybercrime investigative unit skilled in investigating computer, fraud, and identity theft crimes so prevalent today in society; a traffic investigations division staffed with crash reconstructionists and a forty-officer motorcycle unit, and an information technology division soon to be charged with gathering and analyzing intelligence information from our member communities and returning it to local communities in a format that allows us to develop strategies to effectively deal with the situations that may present. Collectively, these officers from member communities provide Natick with resources that could not reasonably be supported by any community independently.



In Natick, at the Soldier Systems Command (U.S. Army Labs), protestors gathered on

March 20, 2003, to voice their objection to the United States' involvement in the Iraqi war. Natick Police officers, accompanied by members of the Metropolitan Law Enforcement Council's regional response team, assisted U.S. Army soldiers in providing installation security during the protest. About 80 protestors participated in a non-violent protest lasting approximately two hours. Eighteen arrests were made when protestors refused to leave the area of the front gate

where they were blocking the entrance to the installation.

Uniform Crime Report

As explained in previous Town Reports, small changes in small numbers result in deceptive percentage shifts. Regarding Part I crimes, six of the seven categories remain within a certain range with occasional spikes due to timing and circumstances. However, Larceny is the category with the largest number of reported incidents and therefore influences the overall direction of Part I crimes reported. In 2003 Larcenies dropped 13% from 642 to 559 resulting in a corresponding overall reduction of 10% in Part I Crimes reported. This is further confirmed when noting that over the past two years larcenies have declined by 20% and Part I crimes reported by 19%. With a large retail presence that one would expect to only increase in the future and despite any efforts that might be directed toward the six other categories, Natick's Part I crimes and crime index will continue to be dependent on efforts to prevent and reduce larcenies.

Natick's Park I Crime Statistics

	2002	2003	% Change
Murder	0	0	0
Rape	3	5	67%
Robbery	16	8	-50%
Aggravated Assault	10	13	30%
Burglary	77	84	9%
Larceny	642	559	-13%
Auto Theft	39	39	0
Total	870	708	-10%

The FBI's Uniform Crime Reporting (UCR) program, which began in 1929, collects information about crimes reported to the police. For years the Bureau of Justice Assistance and the FBI studied the 75 year-old system with the goal of revising it to meet law enforcement needs into the 21st century. A 5-year redesign effort to provide more comprehensive and detailed crime statistics

resulted in the National Incident-Based Reporting System (NIBRS), which collects data on each reported crime incident. The UCR Program is currently being expanded to NIBRS throughout the Commonwealth of Massachusetts.

Currently under the Summary system, law enforcement authorities aggregate the number of incidents by offense type monthly and report these totals to the FBI. Under incident-based reporting, agencies will provide an individual record for each crime reported.

The Summary UCR Program collects offense information on the eight Part I crimes of homicide, forcible rape, robbery, aggravated assault, burglary, larceny-theft, motor vehicle theft, and arson. It provides limited information about offenses, victims and offenders, and includes reported arrests for 21 additional crime categories. Under NIBRS, law enforcement authorities will provide information to the FBI on each criminal incident involving 46 specific offenses, including the 8 Part I crimes that occur in their jurisdiction. Details about each incident include information about multiple victims and offenders. Arrest information on the 46 offenses plus 11 lesser offenses is also provided in NIBRS.

Natick Police Department Officer of the Year
Sgt. Paul W. Thompson



In recognition of his distinguished performance as Patrol Supervisor and Area A Commander, Sergeant Paul W. Thompson was named the Natick Police Department Officer of the Year for the year 2003. Sergeant Thompson worked with the businesses in the Route 9 shopping corridor comprising the patrol Area A to significantly reduce crime and enhance the safety and

convenience of those frequenting these businesses. Furthermore, Sergeant Thompson continues to coordinate the Department's Firearms Instruction Program, instructs at the Citizen Police Academy and serves as a founding member of the Department's Honor Guard.

Employees of the Month

Although each member of the Natick Police Department continued to provide excellent police services to the community during 2003, the following Department members distinguished themselves and were recognized as Employees of the Month for their efforts:

- Ms. Greer Pugatch – For her attention to customer service, presenting a professional image and ensuring the timely and efficient operation of the records unit
- Detective John Doherty Jr. – For his leading and participating in several critical investigations resulting in the arrests of an armed robbery suspect and another suspect involved in a long term computer scam
- Officer Douglas McDonnell – For his dedication to duty, integral participation in traffic initiatives which have earned the Department national recognition and overall excellence in performing his police duties
- Officer Scott Smith – For his excellence in police duty displayed while investigating locker room thefts resulting in the identification of a suspect and the return of purloined property and his persistence in addressing a long term suspicious person situation with an appropriate resolution through court involvement
- Sergeant Richard Douglas – For his leadership and dedication in coordinating and planning the successful 3rd Annual Peace Officers Memorial Day
- Officer Brian Bosselman – For his diligence and attention to duty in thwarting the efforts of 3 individuals involved in the larceny of motor vehicle equipment from the rear of a local dealership
- Officer Thomas Vitale – For his efforts in investigating the theft of a controlled substance resulting in a confession and arrest and his investigation of a disturbance at a vacant residence which also led to the identification of suspects
- Officer Kevin Delehanty – For his diligence in pursuing an accurate and successful resolution to a motor vehicle crash where the operator's statements did not correspond with Officer Delehanty's observations
- Detective John Haswell – For his tenacious investigation and pursuit of a suspect in a residential breaking & entering which eventually came to involve other communities both in and outside the state
- Officer Richard Vieira – For his efforts both in highway safety aiding with the Rational Speed Limit project and in laying the foundation for the implementation of the Department's IMC project
- Officer Cara Rossi-Cafarelli – For her timely response to an alarm during which she found 2 individuals involved in surreptitious activity and her actions in addressing the situation

Personnel Changes

After 37 years with the Natick Police Department, Lieutenant Alfred F. Morgan retired in November. Lieutenant Morgan served in many capacities during this time including as a Patrol Officer and Investigator. From 1995 until his promotion to Lieutenant in 1998, then-Sergeant Morgan supervised the Department's Investigation Division. As Operations Division Commander, Lieutenant Morgan has been responsible for the planning and coordination of Police involvement in public events such as the Boston Marathon and July 4th Parade.

Sergeant Richard P. Douglas retired in September after 33 years of service. Sergeant Douglas has received numerous letters from members of the community who appreciated his personal way of handling their crises or questions. Sergeant Douglas was also instrumental in the establishment, coordination and continued development of the Peace Officers Memorial Day Observance.

Officer Douglas M. McDonnell joined the Natick Police Department in 1993 after serving with the United States Customs Service. In April, Officer McDonnell made a personal and professional decision to return to the Customs Service. During his time with the Department, Officer McDonnell fulfilled and surpassed the high expectations for performance set for him and his professionalism in the performance of his duties engendered appreciation from the community and earned him the respect of other Department members.



While the loss of these three valuable members of the Department was significant, we have been able to develop and identify individuals who possess those skills and qualities necessary to help move the Department forward into the future.

Steven J. Pagliarulo was promoted to Lieutenant in November. A 21-year veteran and Natick Police Department Officer of the Year in 1990, Lieutenant Pagliarulo served in Patrol and Detectives before being promoted to Sergeant in 1995. Since that time, Lieutenant Pagliarulo has been both a Patrol and Night Detective Supervisor while also serving as the Department's primary defensive tactics instructor.

Mark V. St. Hilaire was promoted to Sergeant in October. Sergeant St. Hilaire joined the Natick Police Department in 1991. During his 12 years on the Department, Sergeant St. Hilaire has become well-known in the community and has received numerous letters from grateful citizens who appreciated his professional assistance during their time of need.

Leo J. Fitzpatrick, Jr. was promoted to Sergeant in November. A member of the Department since 1995 and Natick Police Department Officer of the Year in 2001, Sergeant Fitzpatrick serves as the Department's Administrative Officer and holds responsibility for all of the Department's financial operations.

John C. Frissore joined the Natick Police Department in November. Available due to a reduction in operating budgets in Lexington, and selected from the Human Resources re-employment list, Officer Frissore is assigned to the Patrol Division and has displayed the outstanding work ethic alluded to by his former supervisors at the Lexington Police Department.

Christian A. Rodriguez, who previously served the Department as a Public Safety Dispatcher, re-joined the Department as a Patrol Officer in November. Officer Rodriguez had been serving as a Police Officer with the Miami Dade, FL Police Department, but was pleased to be able to return to Natick where he had long expressed interest in serving the community.

Community Policing

The eighth session of the Natick Police Citizen Police Academy saw 14 members of the community graduate in spring of 2003. Topics covered included patrol operations and crime scene investigation and members were offered the opportunity to ride along with sworn personnel or try their firearms prowess in the Department's indoor range.



Natick Police Department Explorer Post #457 serves those members of the community aged 14-19 demonstrating an affinity and interest in law enforcement. In May the Post took 1st Place in the statewide 2003 Law Enforcement Explorer Competition held at Otis Air Force Base, with many of the members taking home awards for their individual performance in the competition.

Child Safety Seat installations are performed by appointment by one of our 5 technicians. This program continues to be one of the most popular services offered by the Natick Police Department as 256 child safety seats were installed during 2003.

Highway Safety/Traffic

The Natick Police Department seeks to both reduce the number and severity of traffic crashes while also encouraging voluntary

compliance with traffic rules through education and enforcement. The results of our traffic efforts can be seen both in statistics which show a 10% reduction in crashes overall during the past 5 years and in programs the Natick Police Department has been selected to participate in, such as Speed Watch.

Speed Watch communities were chosen by the Governors Highway Safety Bureau, UMass Civil & Environmental Engineering Department, US Department of Transportation and Federal Highway Administration to establish and evaluate a cooperative program in which engineering, enforcement and public education are coordinated in an effort to manage traffic speeds on residential streets. Natick was one of only four communities chosen nationwide to participate. Data was collected throughout 2003 and is being reviewed and analyzed with a report detailing the project's results anticipated in October 2004.

For the second consecutive year the Natick Police Department received the AAA "Gold" Award for its implementation of programs committed to traffic safety. As in 2002, Natick was the only community in Southern New England to receive this award.

Emergency Management

I am pleased to report that the state of emergency management in the town of Natick greatly improved during 2003, both from the perspective of having the required documentation of our efforts as well as our actual ability to respond to emergencies of varying severity. We began with a review of the town's Comprehensive Emergency Management Plan (CEMP). Deputy Emergency Director Lieutenant Alfred Grassey painstakingly gathered detailed information required to update the town's previous CEMP. Information including the number and locations of the town's emergency shelters, the number of special needs persons,

including those persons in nursing homes, schools, and day care businesses all needed to be included in the data for the plan. Lieutenant Grassey worked closely with Natick Fire Department Captain James Sheridan to ensure that the hazardous material section was completed and included in the updated plan.

The town established its Local Emergency Planning Committee (LEPC), comprising of representatives from thirteen required disciplines including police, fire, ems, town administration, health, citizens at large, and companies doing business in Natick that possess hazardous materials as part of their operation.

The police and fire departments participated in several drills during the year, aimed at identifying strengths and areas needing improvement in our responses to emergency situations. In July, we participated in a regional seminar organized by Brigadier General Craig Peterson, Deputy Commander for Homeland Security and commander of the U.S. Army Soldier Systems Command in Natick. Sponsored by the Association of the



United States Army and held in Peabody, state and local public safety officials and U.S. Army personnel detailed their respective responses to two hypothetical weapons of mass destruction

scenarios. The process was enlightening to all. U.S. Army officials were impressed with the response capabilities of the Town of Natick and town officials were equally impressed with resources and expertise the U.S. Army could bring, if called upon. The Town of Natick has received startup certification of its LEPC with

an application for full certification expected to be acted upon in 2004.

With funding from a grant from the Executive Office of Public Safety, the department has replaced its aging computer equipment, including the 15 year-old computer-aided dispatch and records management system. Equipment purchased includes, laptop and desktop computers, servers, battery backups, and other technological equipment. With the tightening of municipal spending in recent years, these purchases would not otherwise have been feasible. The computer aided dispatch system is user-friendly, comprehensive, and time saving. The records management system has, among other things, enabled us to finally be in compliance with the Commonwealth's request to submit crime data in accordance with the National Incident Based Reporting System (NIBRS).

While many individuals contributed to the success of the program, special recognition should go to Lieutenant Peter Mason and Officer Richard Vieira for their extraordinary efforts in implementing a comprehensive change in the way we do business.

I continue to be impressed with the professionalism displayed by the officers and employees of the Natick Police Department. We are an agency committed to continuous improvement, which involves self-analysis and course corrections from time to time. Although these analyses may be unsettling at times, in the end, we are a better department for engaging in the exercise.

Thank you to Auxiliary Lieutenant Patrick Irr and the Natick Auxiliary Police for their assistance throughout the year. In addition to patrolling the school department properties, the Auxiliary Police volunteer to assist the department with crowd control at events such as the Boston Marathon, the Fourth of July parade, and the annual fireworks display at

the Natick Mall. The Police Traffic Supervisors continue to provide an important service to the school children in Natick. Their commitment to the safety of children is often unmentioned, but never unnoticed.

We thank the Town Administration, the Board of Selectmen, and the department heads and employees for their support of the police department throughout the year. We are honored to have the opportunity to serve such a committed community.

Respectfully Submitted,

Dennis R. Mannix
Police Chief

Animal Control



The following is a list of Animal Control activity during 2003:

Domestic

Unrestrained Dog Complaints	113
Barking Dog Complaints	63
Dogs Struck by Motor Vehicles	17
Stray Dogs Recovered	93
Dog Bites Reported	28
Lost Dogs Reported	99
Lost Cats Reported	97
Cats Struck by Motor Vehicles	27
Cat Bites Reported	3

Informational Statistics

Animal Cruelty Cases Investigated	34
Wild Animals Removed From Dwellings	39
Citations Issued	41
Written Warnings Issued	112
Mutual Aid to Other Communities	19
Assistance Calls for Service	67
Informational Calls	150

Wildlife

Sick Raccoons Reported	94
Deceased Raccoons	31
Sick Skunks Reported	15
Deceased Skunks	67
Sick Possums Reported	7
Deceased Possums	18
Sick Woodchucks Reported	13
Deceased Woodchucks	33
Sick Squirrels Reported	55
Deceased Squirrels	101
Sick Bats Reported	37
Deer Struck by Motor Vehicles	21
Sick/Injured Rabbits	11
Sick/Injured Waterfowl	53
Sick/Injured Birds of Prey	14
Lost Reindeer	1
Wild Turkey Sick or Sighted	5
Coyote Sick or Sighted	33
Fox Sick or Sighted	29

Respectfully Submitted,

Keith A. Tosi
Animal Control Officer

Fire Department

I am pleased to report the activities of the Natick Fire Department for the year 2003.

The Department was under much criticism during the year, some deserved and some not.

Five new firefighters were hired December 1, 2003 bringing the shift staffing to twenty people. This will not only lower the overtime, but give the Department a more stable and predictable overtime amount for the future.

Congratulations to Captain James Sheridan and Lieutenant Thomas Forance on their promotions. We offer each of these officers our best wishes in their new positions.

Fire Prevention

The Fire Prevention Bureau continues to monitor all new construction and renovation projects. Quarterly inspections are performed as required by Mass. General Laws. Fire Prevention personnel respond to complaints and correct violations of the fire codes. The Bureau also promotes fire safety education through school visits, fairs and fire prevention week.

Permits Issued

Black and Smokeless Powder	2
Blasting	7
Open Burning	519
Cutting and Welding	11
Flammable Storage	1
Occupancy Inspections	72
Oil Burner and Tank	91
Fireworks	1
Fire Alarm	27
Sprinklers	51
Smoke Detector Inspections	667
Tank Truck Inspections	9
Fixed Fire Suppression	6
Propane	45

Revenue

Ambulance Fees	
January	\$56,191.17
February	77,502.75
March	65,905.03
April	72,749.95
May	71,096.65
June	49,476.85
July	52,875.79
August	53,644.94
September	51,324.78
October	77,507.49
November	61,451.38
December	60,376.75

3 Year Total

<u>2001</u>	<u>2002</u>	<u>2003</u>
\$592,326.00	806,777.00	750,104.00

Service Fees

January	\$1000.00
February	753.00
March	2,507.00
April	1,560.00
May	3,756.00
June	3,745.00
July	1,915.00
August	860.00
September	7,570.00
October	16,495.00
November	2,880.00
December	6,280.00

3 Year Total

<u>2001</u>	<u>2002</u>	<u>2003</u>
\$40,567.00	46,229.00	49,321.00

Record of Fire Calls

	<u>2001</u>	<u>2002</u>	<u>2003</u>
Structure Fires	40	25	42
Vehicle Fires	31	26	19
Accidental Alarms,			
Good Intent	1061	594	385
Forest, Brush, Trash	71	65	70
Mutual Aid Rendered			
(Fire)	170	56	53

Mutual Aid Received (Fire)	42	24	18
Mutual Aid Rendered (Amb.)	122	116	99
Mutual Aid Received (Amb.)	150	54	92
False Alarms	33	80	75
Ambulance Calls	2560	2480	2517
Public Assistance, Investigations	1058	961	910
Totals	4854	4481	4280

Communications Division

Much of this year was spent correcting the damage that we incurred during the harsh winter. Several sections of fire alarm cable had to be replaced due to damage from heavy snow. These were on Glen St., Woodland St., Wethersfield Road and Kendall Lane. Also we received severe damage from an N-Star high voltage electrical fire in South Natick that caused 3 fire alarm boxes to be destroyed, two of which were on private buildings and 3000 feet of cable.

There were numerous calls for problems with traffic lights including seven traffic accidents that caused damage, most of which paid for by the motorist insurance companies. Normal maintenance of the department's radio and computer system has also been ongoing throughout the year.

The Master Box fee of \$150.00 a year that we charge the business owners brings in approximately \$20,000. each year. This fee includes testing, minor repairs and monitoring their building for fire alarms during the year. Since the time the fee has been established over 10 years ago it has never been raised. This is something the town should look to increase to that of other area towns.

Training

The department continues to train its personnel in structural firefighting and hazardous materials with an emphasis on firefighter safety. Currently the department is training its members on rapid intervention team procedures. This procedure enables the rescue of trapped or incapacitated firefighters.

Grants

I would like to thank the Tenet Corporation for \$4,000.00 grant we received and was used for emergency medical equipment and training.

The department received a \$41,000.00 grant from the Executive Office of Public Safety and these monies enabled the department to purchase defibrillators, firefighting safety equipment and a utility trailer.

Lastly, in September, the department was awarded a grant of \$226,000.00 through the Federal Emergency Management Agency. This grant will allow us to replace all of the self-contained breathing apparatus on the department as well as purchase firefighter safety and rescue equipment.

Apparatus

The department will request replacement of a pumping engine at the Spring 2004 Town Meeting. We also hope that Town Meeting will approve the request to replace Car #1 and Car #4 which is the Fire Prevention vehicle.

Respectfully submitted,

James M. Brien
Chief of Department

Public Works

Highway Division

The Highway Division is responsible for street maintenance, drainage improvements, street sweeping, line painting, street signs, and winter maintenance. During the year, routine maintenance included sweeping all streets, school and municipal parking lots, downtown sidewalks and common areas. The Division trimmed and removed roadside brush, grass and leaves. Sidewalks and berms were repaired throughout town. Street signs were repaired or replaced as necessary. We continued our town-wide program of replacing street-name signs with the new, larger signs that have been mandated by the Federal Highway Administration. The new signs, with the town seal, are all produced in-house by our computerized sign making equipment.

The following streets were resurfaced during the year: Mill Street (Speen St. to West Central St.), Ranger Road (Pilgrim to Tournament), Tournament Road, Stonebridge Circle, Lacosta Drive, Larchwood Lane, Curve Street, Park Avenue (Bacon to Grove), Charles Street (Bacon to Grove) and Philips Street. Sidewalks on several of these streets were also capped. We also installed or repaired several hundred feet of asphalt curbing on Water Street, Woodland Street, Indian Ridge Road, Bennett Street, Lakeshore Road, Pine Street, Bacon Street and several other streets. New drains were installed in Parkman Street, Stillwater Circle, Mill Street and Bennett Street.

As part of our new responsibilities to maintain the town's parking meters, we installed new meter posts and parking meters on Summer Street in front of the Center for the Arts. We painted the center lines, crosswalks, fog lines and parking spaces, both on- and off-street, throughout town at least once.

Snow plowing and sanding of the streets were a real challenge both in the first few months of 2003 and December of 2003. During these periods we experienced heavy snow and cold temperatures. There were nineteen snow events with a total of ninety inches of snow during the year. We removed snow three times from the Downtown area.



We continue to work with the Engineering Division in an effort to locate all the outfall pipes in town. This work is being done in conjunction with the Storm Water Management Plan, which is another mandate from the Federal Government.

Ralph Holmgren, a 32-year employee in the Highway Division, retired during the year.

Land Facilities and Natural Resources (LF & NR)

LF&NR is responsible for 90% of the ground maintenance around all public buildings. We maintain all of the school athletic fields, recreation areas and non-school properties for the entire town. We manage over 60 sites which include over 70 acres of turf. Thirty

three acres of grass are cut by contract with the rest done by Division personnel. We also maintain 20 baseball/softball fields, eight tennis courts, seven basketball courts, fifteen playgrounds, the High School track and the beach. We maintain the flags and flagpoles at 13 sites. We line all fields for all sports, and maintain 10 irrigation systems. (In 1997, we had only 2). We are also responsible for the maintenance of all public shade trees. The increase in the number of students in the schools also means an increase in field use for youth sports. There are now over 100 little league teams and over 90 youth soccer teams using our fields in the spring season. In addition to this, the new sport on the block, lacrosse, is gaining popularity and adds more challenges to field scheduling.

Our tight budget has not allowed us to provide for seasonal employees or a gardening staff. The flower garden on the Common is the only one still being maintained on a regular basis by one of our former employees on a volunteer basis.

The weather has a big impact on our operations. The winter season was very long with snow coming before Thanksgiving and never leaving until April. The ensuing wet spring made bailing out infields almost a daily ritual and severely affected playing conditions. The heavy rain throughout the season also caused the grass to grow out of control making mowing difficult and severely affecting field conditions. This has resulted in a reassessment of our mowing operation and potential changes in the '05 Budget to rectify the problem.

The long term and serious effects of the droughts of 1999 and 2001 are continuing to haunt us. We are still losing ash trees at an alarming rate to a mycorrhizal disease. We have continued our tree pruning and removal program and we removed over 50 trees in 2003. Our strategy of putting all of our

removals under one contract to be done in the winter has saved us a lot of money that we can use for pruning and maintenance. However, the work that needs to be done far exceeds the limits of our budget.

We continued to aerate, slice seed, and fertilize our more heavily used and irrigated areas in an effort to maintain an adequate cover of quality turf.

The Town of Natick is in compliance with Chapter 85 of the Acts of 2000- "An Act Protecting Children and Families from Harmful Pesticides". Our Outdoor Plan was approved in early 2003 along with the school department's Indoor plan. The implementation of this new Integrated Pest Management Program will indeed prove challenging.

In addition to Chapter 85, we have developed a Roadside Vegetation Management Plan in order to comply with new state regulations designed to control herbicide spraying along roadways. Even though Natick does not now manage its roadside vegetation with herbicides, we must have this plan in place if we decide to use herbicides in the future to control poison ivy. This plan was submitted and approved in 2003.

Special projects during the year included improvements to the playgrounds at Brown School, Little League fields #2 & 3, Cole Center recreation field, Coolidge baseball, and Whitney Field.

The Hemlock Woolly Adelgid is still spreading. From the first sighting on Winter St. in 1998, it has now shown up almost everywhere in town. We are taking steps now to try to protect our hemlock stands at the South Natick Dam and Shaw Park. The Hemlocks in the Town Forest are heavily infested. At this time we are looking for solutions on the state level, but so far there are none. We are also compiling data to establish a list of large American Elm trees to put on a preventative maintenance program.

Most of the American Elms have succumbed to the Dutch Elm Disease and we have begun to protect a few large ones that are left. The stress of the drought of 2002 apparently was too much for one of our largest Elms on Second Street as it succumbed to phloem necrosis.

Sanitation and Recycling Center

The Sanitation/Recycling Division had an extremely busy year in managing the Solid Waste activities for the town. The flat "trash fee" program expired on June 30, 2003 and was replaced with a Pay-As-You-Throw (PAYT) bag system starting on July 1, 2003. Prior to the implementation of the new program, the division was very busy in providing residents with information on the PAYT program and setting up the infrastructure for storing and delivering the bags to the seven retail establishments that sell them for the town.

The first six months of the PAYT program has seen a 19% increase in our recycling tonnage and a 23% decrease in our rubbish disposal tonnage. The residents of the Town of Natick supported the program with almost 100% compliance in just the first few weeks of the new program. We have seen very little illegal dumping as a result of the program. The few violations that occurred were referred to the Board of Health for disposition.

The Recycling Center provides recycling opportunities for residents for the following materials: glass, plastics, bi-metal containers, paper products, waste oil, batteries, fluorescent lamps and other items containing Mercury, a paint swap area and yard waste disposal. As a result of the PAYT program we saw an increase in the amount of material that was brought to the Center.

The Division continued to monitor the closed Landfill portion of the Golf Course according to Federal and State rules and regulations. We operated the gas collection system and

completed and passed an emissions and air quality test as required by the Department of Environmental Protection.

The Division processed several tons of TV's and computer equipment. We accepted over 3,500 gallons of waste oil and almost 4,000 linear feet of fluorescent lamps from residents and municipal buildings. The Town collected and chipped over 1,500 Christmas trees as well as 1,200 tons of yard waste.

Building Maintenance

The Building Maintenance Division is responsible for the town hall, library, police, all fire stations, the senior center/court house, Cole Recreation, the DPW complex, Camp Arrowhead, Memorial Beach, Camp Mary Bunker, the West Suburban Skate Arena and the former East and Eliot Schools. We continue to provide services at each building by either utilizing current staff or outsourcing the services needed. A computerized management system facilitates the division needs to generate work orders, prepare accurate reports, and project workloads. Our computerized HVAC system allows us to monitor and control the temperature and other HVAC functions at nearly all locations. In addition to routine custodial and maintenance activities for all of the buildings, the division is responsible for all of the service, repair and maintenance of the fire alarms, security alarms, elevator inspections and repairs, pneumatic compressors, pumps and HVAC equipment. The division subcontracts all electrical and plumbing repairs and maintenance. This division consists of six employees. We continue to maintain maintenance contracts on fire alarm and HVAC equipment which ensures proper maintenance is being performed in a timely manner as prescribed by the manufacturer's recommendations. Major projects this year included the removal of the old boiler that was leaking and un-repairable at the Eliot – Montessori School. The installation of a new

steam boiler with state-of-the-art controls immediately followed and the project was completed in less than a week. HVAC work at the Westgate Christian Academy (East School) and at Eliot Montessori Schools was undertaken to provide consistent and uniform heat levels in the different classrooms. Numerous interior painting tasks were also performed at various locations this year as the budget allowed. In pursuit of a cleaner environment, we sought out and now utilize environmentally friendly cleaning supplies. These were tested on site and if they met our criteria they were then introduced into our respective buildings for use. Through this process we now use cost effective, environmentally friendly cleaning products and recycled paper products.

Engineering Division

The Engineering Division of the Public Works Department provides guidance and technical support to all the various Departments, Boards and Commissions within Town Government, as well as to the citizens of Natick.

The Engineering Division is the repository of street and utility plans and records. Updating of Town maps and plans, such as the Assessor's maps, Zoning maps, Street Maps, etc. is an important duty of this Division. This updating process includes maintaining accurate as-built records for all road and utility construction within Town ways and properties.

The Engineering Division, as part of the town-wide permit approval process, provides technical assistance to the Planning Board in the review of all site plans and subdivision plans. This process includes the review of plans and supporting documentation to assure compliance with all Town standards and requirements. After a plan is approved the Engineering Division is responsible for calculating performance bonds, and is

responsible for all related site utility and roadway construction inspection. During 2003, four (4) subdivisions with a total of twenty three (23) potential housing units were reviewed, and inspection conducted on approximately twelve (12) active subdivisions in various stages of completion. Further, the utility construction on several commercial projects was also inspected.

In addition to the above, the Engineering Division completed the following during 2003:

- Issued 73 Street Opening Permits and provided the necessary inspections.
- Provided follow up inspections on 64 Occupancy Certificates.
- Issued 100 water connection permits and provided the necessary inspections.
- Issued 100 sewer connection permits and provided the necessary inspections.
- Presented three (3) streets for acceptance at Town Meeting.
- Completed the town wide Storm Water Master Plan and filed for the NPDES General Permit. Worked to complete Permit Year 1 "Best Management Practices" (BMPs).
- Updated the town-wide computerized Pavement Management System.
- Prepared and managed in-house the 2003 Chapter 90 roadway improvements contract.
- Provided the Police Department town wide planimetric maps for various uses.
- Provided the Fire Department with individual map flip books of all fire hydrant locations and the associated town wide water distribution system.
- Continued efforts to improve and up-date GIS coverages of the sewer and water infrastructure, and commenced work on building a new drainage system layer.
- Set up a real-time kinetic constantly operating GPS base station at the DPW.

Water Division

The Division pumped 1,231,722,000 gallons of potable water during 2003. The first two phases of the water main relining project, which included Bacon Street and North Main Street, have been completed. We are now preparing for the next phase which will include Union Street, Pond Street, and Summer Street. The six million dollar project to double the capacity of the Springvale Water Treatment Facility has been bid and construction will start in early 2004. Division personnel have completed well over half of the planned installation of the new radio-read water meters. At the end of the year, nearly 8,000 meters had been replaced.

Phil Plaisted, a twenty-three year employee retired from the Water Division during the year.

Sewer Division

During the year, the Sewer Division pumped 900,000,000 gallons of sewage from the town's collection system to the MWRA system. The replacement of the Jennings Pond and Crescent St. sewer pump stations is planned for the coming year. The project for replacing a section of sewer main in East Central Street has been bid and will start in the spring of 2004. The sewer division relined 12,000 feet of old sewer lines.

Equipment Maintenance

The Equipment Maintenance Division is responsible for maintaining all of the town's extensive fleet of vehicles and equipment including police cruisers, fire trucks, ambulances, neighborhood buses, administrative cars and the entire DPW fleet of dump trucks, backhoes, street sweepers, rubbish packers, pick-ups and mowers. They are also responsible for maintaining the fuel depot.

Over the past few years very few capital equipment purchases have been made. This has had a negative impact on our parts budget because the older equipment requires more repairs. We are hopeful that an improving economy will enable us to again start replacing equipment from the town's five-year capital equipment replacement program.

During the year, long-time mechanic Hank Fangel retired. Hank, who was assigned to the Police Department maintenance garage, served the town with loyalty and dedication for over twenty five years. We wish Hank and his family a healthy and happy retirement.

Respectfully Submitted,

Charles J. Sisitsky
Director of Public Works

Community Development

Mission Statement

The Natick Community Development Department is dedicated to making our town a better and safer place to live – a place where people want to raise a family, and have their children raise their children. The Community Development Department works to protect, and where possible, enhance our natural resources and preserve the quality of life for citizens of Natick. Through our Boards and Commission we strive to plan with people not for people, by building lasting partnerships with individual residents, community groups, professional services, providers, contractors, business leaders, and local and state officials. We stand for a commitment to the long-term interests of our community, and to delivering the highest quality of service.

The Community Development Department administers and enforces land development and building regulations – regulations adopted by the Town of Natick. In addition, the Community Development Department provides assistance to the public in understanding these regulations and other development related issues.

The Community Development Department is organized into five interrelated divisions.

- Building Division
- Planning Board
- Zoning Board of Appeals
- Conservation Commission
- Transportation – Neighborhood Bus and Parking

The Building Division, Planning Board, Zoning Board of Appeals, and Conservation Commission continue to be substantially assisted by the Community Development

Staff, without whose help the Boards and Commission would be unable to effectively carry out their responsibilities.

Sarkis Sarkisian, who serves as the Community Development Director, is responsible for the day to day management of the Department, reviews all submitted plans, site plans and development plans for ordinance compliance, and communicates the technical requirements of the Natick Zoning By-Laws to developers and consultants.

Michael Melchiorri, Building Commissioner, oversees the Building Division of this Department as well as construction and alteration of all commercial projects and is the Zoning Enforcement Officer of the Town. The Building Commissioner certifies the inspection of buildings, schools, daycares, restaurants, multi-family dwellings and all public buildings.

Michael Connelly, Local Building Inspector, oversees all residential construction projects in the Town and assists the Building Commissioner.

Annie Greel, Executive Assistant, coordinates the processing of all requests for the Building Division, communicates the policies and procedures to the public, provides office management to the Community Development Department and provides staff assistance for the Downtown Parking Program. This year, she has also taken on providing administrative support to the Planning Board.

Yvonne Johnson, Administrative Assistant to the Zoning Board of Appeals, is responsible for the day-to-day aspects of processing development requests, coordinating submittal schedules, communicating development

policies and procedures to the public and preparing development cases.

Susan Calhoun, handles the administrative details and schedules inspections for the Conservation Commission, including all Wetlands Protection Permitting, Riverfront Protection, DEP's Stormwater Management Policy and enforcement orders.

Bob Bois, assists the Conservation Commission with their daily duties. He helps the Commission oversee and enforce the Town's Wetlands By-Law and Regulations by attending site visits, investigating complaints, and educating the general public of conservation issues. Additionally, he is the Town's Environmental Compliance Officer.

Judy Jones, runs the day-to-day operation of the Neighborhood Bus including dispatch. She implemented our new bus routes and produced a new schedule which was printed for free by Community Graphics. The new schedule was based on a task force report. Mrs Jones also communicates with the State Transportation and the MBTA Officials regarding funding.

Year-End Review

- The Town's web site continues to be updated and improved. Please log onto www.natickma.org to gather information regarding the permitting process for all divisions of this Department, download application forms, and get links to other areas of interest.
- The Route 135 ISTEIA Roadway Improvements Project has finally been awarded to D & R Paving. The project is expected to start up again in the Spring. This is a two-year construction project. Route 135 ISTEIA Roadway Improvements Project begins on West Central Street at the Framingham Town Line and extends 14,400 feet east to Downtown Natick, then continues on East Central Street 7,930 feet to the Wellesley Town Line. A 1,300 foot section of South Main Street (Route 27) between Downtown Natick and Cottage Street is also included in the project. The total project length is 23,630 (4.5 miles). The proposed project includes cold planing, resurfacing the existing roadway and full depth construction. The proposed work also includes installation of curbing required to fill the gaps within the existing curbing and provide better gutterline, the reconstruction of existing sidewalks and the installation of new concrete or bituminous sidewalks where none exist to provide a continuous pedestrian path throughout the project corridor. The most extensive work will be performed on East Central Street, in the Downtown Natick area between North Main Street and Union Street and two adjacent side streets: Clarendon and Hayes Streets. In this area, pavement rehabilitation will be supplemented by geometric and signalization improvements, and sidewalk and streetscape enhancements such as ornamental lighting, street trees and brick pavers. Total estimated cost of construction is \$3.4 million dollars.
- The Underground Utility Project has been completed. This was a \$300,000 project that involved burying utility wires underground from Main Street to Mulligan Street. This shall put the finishing touches to a renewal project that has already made Natick the envy of surrounding towns.
- The Planning Board will continue to work towards making traffic and landscaping improvements along Route 9. The Board will pursue the idea of developing a second entrance to Natick Executive Park and possible traffic improvements at the Bacon Street and Rutledge Road intersections with North Main Street.

- The Planning Board will continue to work on the Natick By-Laws relating to the elective inclusionary overlay zoning in all residential districts and the Housing Overlay Option Plan (HOOP) district to increase the production of housing units affordable to persons of low and moderate income. Affordable housing may be created by employing the incentives offered under these overlay zoning districts which is intended to encourage utilization of the Town's remaining developable land in a manner consistent with local housing policies and needs, to encourage redevelopment of land and buildings in urban centers consistent with smart growth principles and to encourage new housing developments to contain a proportion of the housing units affordable to persons of low and moderate income by offering bonuses of increased density to encourage the creation of such housing. Accordingly, the goals of this development program are to: increase the supply of housing in the Town that is available to and affordable by low and moderate income households; to encourage a greater diversity of housing accommodations to meet the needs of family households and other Town residents; and to promote a reasonable mix and distribution of housing opportunities in residential neighborhoods throughout the Town.
 - The Natick Community Development Office with assistance from Natick Center Associates drafted regulations for the newly created Design Review Board.
 - We will continue to see "tear downs" and an increase in alteration permits in Natick as a result of a limited number of buildable lots available and the costs of land and new construction.
 - The Zoning Board of Appeals has seen a steady increase in cases. In 1997, there were 40 cases compared to 89 this year.
 - The Loew's theater site is under construction to be re-developed as an 56,600 square-foot retail shopping center with the two major Stores of Lazy Boy and Circuit City.
 - The Natick Mall has formally filed Expansion for Special Permit and Site Plan approval. The project consists of the demolition of the former Wonderbread building (located at 330 Speen Street) and construction of a new mall. The existing Natick Mall at 1245 Worcester Street will be expanded and connected to the new mall building at 330 Speen Street. The Natick Mall Road will be depressed, improved as a road link and connected to a new road link "Ring Road Link" that will extend from the Natick Mall Road along the back of the 330 Speen Street Parcel to Speen Street. Parking deck A will be expanded and parking deck B will be reconstructed and expanded. The plans submitted for this project depict a residential component which is to be constructed on top of parking structures intended to serve the expanded Natick Mall (on both 330 Speen Street and 1245 Worcester Street).
- In conclusion, I would like to thank the entire Community Development Department staff, Board and Commission members for their continued dedication of service to the Town of Natick.
- Respectfully Submitted,
- Sarkis Sarkisian
Director

Building Department

The Building Department consists of the following personnel: Michael J. Melchiorri, Building Commissioner; Michael J. Connelly, Local Building Inspector; Lawrence Forshner, Part-time Electrical Inspector; Scott Chavious, Part-time Electrical Inspector; Robert

Dempsey, Part-time Plumbing/Gas Inspector; and Robert Nation and George Lesard, Assistant Plumbing Inspectors.

In 2003, the Building Department issued the following permits and collected the following fees:

58	New Building Permits	\$399,579.20
1048	Alteration Permits	119,956.00
1209	Electrical Permits	102,386.00
596	Gas Permits	18,806.00
747	Plumbing Permits	34,400.00
170	Certificates of Occupancy	2,448.00
108	Certificates of Inspection	4,270.00
	Reinspection	90.00
Total		\$681,935.20

Construction was completed at a number of sites this year, including:

- Kennedy Middle School
- Wilson Middle School
- Sears Renovations
- Domain Furniture
- Basett Furniture
- Ethan Allen Furniture

The Year 2004 should see the razing of the Loew's Theatre and the construction of a new 2 tenant store building - Circuit City and La-Z-Boy Furniture and also the razing of the Wonder Bread Building and the start of construction of the New Natick Mall.

Subdivisions currently under construction are: Meadows II 80% complete; Meadows III 80% complete; Sanctuary 75% complete; Hamlet Estates 98% complete; Woodland Village 95% complete; Grace Circle 75% complete; Pond Street 50% complete; North Main Street 30% complete; and Lupine Road and Park Avenue 75% complete.

The Year 2004 should see the start of construction of Winter Oaks and Dottie's Court subdivisions.

Respectfully Submitted,

Michael J. Melchiorri
Building Commissioner

Conservation Commission

The Conservation Commission is comprised of seven members appointed by the Town Board of Selectmen. The present Commission members have varying backgrounds, including biology, architecture, environmental law, teaching, civil engineering, environmental science and engineering and landscaping. The primary responsibility of the Commission is to implement and enforce Article 31- the Natick's Wetland Bylaw and Regulations, the Massachusetts Wetlands Protection Act and Regulations (Chapter 131, section 40 and 310 CMR 10.58), the Rivers Protection Act (310 CMR 10.58), and the state Best Management Practices for the Stormwater Management Policy, as well as to acquire and protect open space. In addition, the Commission advises the Selectmen on matters that relate to the Aquifer Protection District, the Agricultural Preservation Act and on various wildlife issues.

A "part-time" Conservation agent and staff member provides assistance to the Commissioners and the public on a daily basis. They provide support for bi-monthly Commission meetings and frequently held NCC Subcommittee meetings and answer questions from the public and professional communities. They also provide technical assistance and research on environmental issues, schedule hearings, prepare decisions made by the Commission and perform site visits. Additional projects completed by staff include assisting on the Open Space Plan, completing grant applications and implementing special environmental projects.

Accomplishments this year include:

- **New General Wetland Protection Rules and Regulations:** The Natick Conservation Commission adopted new wetland protection regulations. The new regulations create uniformity

of process and helped clarify the provisions of Natick's General Wetlands Protection Bylaws. The new rules are intended to minimize delay in the permitting process by providing applicants and their consultants with information that will help them comply with the Bylaw. The new regulations also include a new Town filing fee schedule that is in addition to the State filing fee schedule.

- **Trail Maps:** The series of Town Trail/History Maps in specific areas have been expanded and updated by Tim Collins (the Natick Walks founder), the Millers (Natick residents) and the "Natick Walking Trails" committee and are available in Town Hall, Libraries and will soon be available on the Community Development website for the public. The Natick Conservation Commission helped fund trail kiosks that mark many of the trails' entrances.
- **Landfill/Golf Course Project:** The Commission continues to monitor the Order of Conditions (OOC) for the Golf Course. Over the past year the NCC Commission has reviewed the Integrated Pest Management Plan (IPM) Report and the Phragmites Control Plan and is working with the Sherborn Conservation Commission to evaluate the effectiveness of IPM at the Golf Course.
- **The Conservation Commission Website:** The website has been updated to include the new General Wetlands Protection Rules and Regulations and Fee Schedule, and answers to Frequently Ask Questions (FAQ) regarding wetlands. In addition, the website includes the Wetland Bylaw, a

procedure memo, agendas, and a member list. Other associated information, like the Aquifer Protection District map, the Open Space map and the Pegan Cove Trail map, can be found on the Community Development website.

- **Open Space Additions and Conservation Restrictions:** Over the past year, almost 30 acres of property has been added to Conservation owned or restricted land in Town. The NCC Commission agreed to accept a conservation restriction for approximately 7 acres of land in Natick which adjoins an additional 13 acres of land in Wellesley, both offered by Francis O. Hunnewell of Wellesley. The Town of Framingham also agreed to keep the 14.5 acre parcel of land located in Natick known as the Morency Woods as Open Space Conservation land. And finally, the B&B Land Corporation donated 8 acres of land on two properties off Winter Street that abuts land previously purchased by the Town that extends ownership of Town owned walking trails in the area.

Over the past year, the Commission held 24 meetings to review projects subject to the Massachusetts Wetlands Protection Act in which they issued 13 Orders of Conditions, 14

Determinations of Applicability, 13 Certificates of Compliance, 10 Order of Conditions Extensions, 4 Plan Changes, 2 Enforcement Orders and 1 Abbreviated Notice of Resources Area Delineation.

And finally, the Commission is encouraging potential applicants with marginal wetland issues to come and talk to the Commission to determine if any type of filing is necessary and if so to give the person a sense of the Commission's concern that they will need to address in the filing. This informal discussion, which occurs during the first half hour of the Commission's twice-monthly meeting, should reduce the number of negative determinations and improve the overall quality of the filings for applicants who are not familiar with the filing process. The net effect of this effort will be fewer filings and less time spent in deliberations. The Commission has had 19 potential applicants take advantage of informal discussions. Only a few of these applicants were asked to return to the Commission with filings.

Respectfully Submitted,

George Bain, Chair
Doug Shepard, Vice Chair
Jason Makofsky, Treasurer
Randy Johnson
Bernard Raftery
Kathy Rehl
Matthew Gardner

Natick Neighborhood Bus

The Natick Neighborhood Bus is a department in the Community Development office. The Natick Neighborhood Bus is subsidized by the Town of Natick and the M.B.T.A.'s Suburban Transportation (65%) of the net cost of operation. This year, the Town maximized our annual subsidy of \$76,000 from the MBTA and received approval to extend our contract for another 3 years. Through fares, the NNB also collected over \$24,000.

The Neighborhood Bus currently operates three (3) buses and 1 van. Two buses operate daily on fixed routes. Route 1 runs a southwest route from 7:15am to 5:15pm with a one-hour break in service from 12:15pm to 1:15pm. Route 2 runs a northeast route from 9:45am to 1:45pm. The third bus is a commuter bus that services resident and reverse commuters during early morning and evening hours to meet the downtown commuter train. The Van is used as a door- to-door service for disabled and elderly residents who are unable to use the Neighborhood bus.

We are currently working with Diana Ryder and the Council on Aging to create a new van service for seniors and the disabled. This new service will provide groups of seniors and disabled residents of Natick, door-to-door trips to the grocery store.

In September 2003, Judy Jones was hired as Coordinator/Dispatcher. In January 2004, Mrs. Jones implemented the new Natick Neighborhood Bus schedule, with changes and improvements based on recommendations by the Transportation Task Force.

In addition to the normal services provided, the Neighborhood Bus is also used for Natick Emergency Operations Center contingencies. In the case of a major disaster, Neighborhood Buses would be used to help evacuate citizens, or for other purposes determined by the Operations Center.

The Neighborhood Bus has also worked with the Veterans Services, Recreation Department, School Department and the Police and Fire Departments to coordinate transportation service for special events.

Respectfully Submitted,

Natick Neighborhood Bus Staff:

Judy Jones, Coordinator

Ronald Ellis, Driver

John Pacheco, Driver

Oscar Otero, Driver

Robert Raisch, Driver

Lawrence Doherty, Driver

John Doherty, Sr., Driver

Planning Board

The Planning Board is an elected Board in Natick whose jurisdiction includes: approving, modifying or rejecting all proposed subdivision applications, all proposed special permit applications for commercial development in the Regional Center (RC) and Highway Corridor (HC) overlay districts in the environs of Route 9, approving or rejecting all applications for "Approval Not Required" plans and initiating Zoning Bylaw recommendations for Town Meeting action. The Board also acts and administers the following:

- ◆ Prepare, adopt, amend and implement a Master Plan for the Town. (Mass. Gen. Law Ch. 41 Sec. 81 D)
- ◆ Adopt, administer and amend Subdivision Rules & Regulations.
- ◆ Act as a Special Permit Granting Authority when applicable.
- ◆ Approve Site Plans when applicable.
- ◆ Administer Aquifer Protection By-Law when applicable.
- ◆ Recommend designation of and hold public hearings on requests regarding the Scenic Roads Act.
- ◆ Appoint 3 members to the Design Review Board.
- ◆ Review and issue Special Permits for signage in the Highway Overlay Districts along Route 9.

In 2003, the Planning Board held twenty-one regular meetings and held three site visits. The Board issued the following permits:

Approval of 1 subdivision – Dottie's Court, 23 Special Permits – 2 of which included Site Plan Review

The Planning Board at Fall Town meeting passed a Zoning By-Law for creation of a Design Review Board. A similar article was presented to Town Meeting 25 years ago and

was defeated. The purpose of the Design Review Board is to provide a detailed review of exterior alterations made to structures and development projects having substantial impact on the Natick Downtown Mixed Use District, to prevent blight, to enhance the natural and aesthetic qualities of the Downtown, to conserve the value of land and buildings, and to protect and preserve the historic and cultural heritage of the Downtown and its surrounding neighborhoods.

The Planning Board will continue to work on the Natick Zoning By-Laws relating to the required inclusionary overlay zoning in all residential districts and the Housing Overlay Option Plan (HOOP) district to increase the production of housing units affordable to persons of low and moderate income. Affordable housing may be created by employing the incentives offered under these overlay zoning districts which is intended to encourage utilization of the Town's remaining developable land in a manner consistent with local housing policies and needs, to encourage redevelopment of land and buildings in urban centers consistent with smart growth principles and to encourage new housing developments to contain a proportion of the housing units affordable to persons of low and moderate income by offering bonuses of increased density to encourage the creation of such housing. Accordingly, the goals of this development program are to: increase the supply of housing in the Town that is available to and affordable by low and moderate income households; to encourage a greater diversity of housing accommodations to meet the needs of family households and other Town residents; and to promote a reasonable mix and distribution of housing opportunities in residential neighborhoods throughout the Town. The Board looks forward to developing an affordable housing plan and options for the town and its residents.

The Planning Board will begin the Special Permit process for the Natick Mall Expansion project. The project involves the redevelopment of the Wonderbread/Tech Commons site for the expansion to the Mall. The project is also proposing a residential component that shall require zoning relief. It is anticipated that the Town of Natick will realize substantial tax benefits by such redevelopment.

Members: Robert Foster, Chairperson
Robert Eisenmenger
Ken Soderholm
George Richards, III
Julian Munnich
Andrew Meyer, Associate Member

Zoning Board of Appeals

Chapter 40A of the Massachusetts General Laws sets the requirements by which a Zoning Board of Appeals operates. The Board is comprised of four attorneys, two realtors, an architect, and a layperson. The Board of Selectmen appoints five regular members and three associate members, trying to maintain at least one attorney, one architect, and one civil engineer or builder. Each Town has its own *Zoning By-Law*, which states what uses are permitted and what dimensional requirements have been established for the different areas of Town. The Zoning Board of Appeals hears cases seeking relief from these regulations. Five members sit on each case brought before the Board and have the power to hear and decide the following petitions:

- ◆ Requests for Variances from the regulations of the *Natick Zoning By-Laws* – the Zoning Board of Appeals can grant a Variance only if very specific requirements are met and the petitioner can prove a hardship. A Variance may be granted to allow the construction of an addition to a dwelling that does not meet the current setback requirements or to allow a use that is not noted in the regulation table.

- ◆ Requests for Special Permits as allowed within the *Natick Zoning By-Laws* – the Zoning Board of Appeals, acting as the Special Permit Granting Authority (SPGA) can grant permission for specific uses in specific zones. For example, a Special Permit may be granted to allow a sign that doesn't meet the requirements of the *Zoning By-Laws* or for a dog kennel or for construction within the Aquifer Protection District.

In 2003, the Zoning Board of Appeals received 89 petitions, with filing fees totaling \$26,094.50. These fees cover the cost of legal advertisements and abutter notifications, as required by State law. Of these applications, six were withdrawn prior to the public hearing; 67 were granted conditionally; ten were denied; and six have yet to be decided. The majority of the applications received concerned residential property.

Most of the residential requests were for relief from setback requirements in order to construct an addition to the existing dwelling. "Tear downs" continue to be a popular trend, with Town residents wishing for increased and better designed space without wanting to leave their established neighborhoods. Petitions to

replace existing multi-family structures with modern attached townhouses in the downtown area are also a recurring theme.

Since Town Meeting passed the “Family Suite” by-law in December 2002, the Zoning Board of Appeals has received four Special Permit requests, three of which were granted (one withdrew). By regulating these accessory dwelling units, the Town is able to require that the exterior of the residence maintain the look of a single-family residence and to specify who is permitted to live in the apartment in order to prohibit rental of the space.

After the Town received notice from the Massachusetts Housing Appeals Committee of their verdict regarding the Chapter 40B 183-unit Cloverleaf Apartments proposed for the rear of the Cloverleaf Mall on Speen Street, both the Town and an abutter filed appeals in the Massachusetts Superior Court. These are still pending.

The Zoning Board of Appeals received another Chapter 40B application for 12 residential units (25 percent of which will be affordable to low and moderate income families)

to be located at Seven Dewey Street. The Board is in the process of approving this proposal; the developer is planning to begin construction in Spring 2004.

At the end of December, the Town received notice that the Zoning Board of Appeal would soon receive another Chapter 40B application for 300 residential units (75 of the units will be affordable to low and moderate income families) on 55 acres of land located between South Main Street and Rockland Street. 297 of these dwellings are proposed to be located within eleven three-story “garden-style” apartment buildings with parking under; the remaining three dwellings are proposed to be in attached townhouses.

Each member of the Zoning Board of Appeals looks forward to his/her continued service.

Robert Havener, Chair
James Fletcher, Vice Chair
Robert Troccolo, Clerk
Laura Godin
Ronald Lustig
Deborah Nelson
Stephen Perry
Michael Radin

Public Schools

Superintendent of Schools and School Committee

This report reflects a summation of the highlights of the more significant events and accomplishments during the past year.

Natick School Committee

- Ms. Packer and Mrs. Van Amsterdam, were re-elected to the School Committee. Mr. Henry Haugland was elected Chairman, Ms. Diane Packer was elected Vice Chairwoman and Ms. Peg Broekel was elected Clerk.

Curriculum, Instruction & Assessment

- The curriculum for mathematics, K-8, has been written and will be distributed in March.
- Fifth grade mathematics has been realigned to Investigations Program and grades 6, 7, and 8 will use the grade-appropriate Connected Mathematics Program.
- NEASC Accreditation process for the high school continues with the development of academic expectations
- NEASC Accreditation process for the middle schools is beginning with the self-study process.

Pupil Services

- The Circuit Breaker, the Department of Education's reimbursement program, was implemented beginning July 1, 2003 in lieu of its prior funding mechanism to school districts. The Department of Education provides partial reimbursement for students who meet the threshold of high cost service delivery of education.

- School district received continuation of 2 competitive grants from the Metrowest Community Health Care Foundation which supports 3 Student Assistance Coordinators assigned to the two middle schools and Natick High School and from the Department of Public Health which supports three part-time nurses at two elementary schools and one middle school.

Natick High School

This year was a year of change at Natick High School.

- In July, a new administrative team took charge at Natick High School with new Principal, Mr. John J. Hughes and new Vice Principal, Mr. Zach Galvin, joining Vice Principal, Rose Bertucci. In addition Mr. John Astill and Mrs. Diane Langley became new Department Heads in Mathematics and Social Studies respectively.
- Although the number of teachers remained the same, the teaching staff also underwent significant change with twenty new teachers joining the faculty for the 03-04 school year.
- The student population continued to grow with 1189 students enrolled.
- Natick High School Students made significant contributions to the community, as each student performed thirty hours of community service as a graduation requirement.

- The Student Council sponsored a holiday food drive, coats were collected for the needy, and holiday meals were delivered in conjunction with service groups in the town. In addition, approximately seventy National Honor Society students fulfilled the service requirement of their membership.
- Our community also made significant contributions to Natick High School Students. Several local businesses sponsored and presented informative programs to our Junior class at our first joint Life Skills Seminar. Close to three hundred students participated and presenters representing ten community businesses and functions took part.
- The Career Alliance provided our seniors with an internship program allowing students to benefit from first hand work experiences.
- Academically, Natick High School students performed well on major testing measures such as MCAS, SAT's and AP exams. Significantly, a higher percentage of our student body took College Board exams than ever before. The number of Advanced Placement course offerings increased as well as membership in the National Honor Society.
- In athletics, our student athletes performed very well. League championships were won by several of our teams with the Wrestling team and undefeated Girls' Volleyball team winning Sectional Titles. The Wrestling team also had individual State Champions in several weight classes. The Girls' Indoor Track Team won the Class B Relays and the Girls' Volleyball Team won the prestigious M.I.A.A. Team Sportsmanship Award.
- Curriculum development continued to move forward with ten new elective offerings made available to the students. Sequential course changes in Science (04-05) and Social Studies (05-06) are planned.
- The Natick High School Speech Team continued to be a most successful student activity. In addition to hosting the annual Holly Speech Festival in December, the students competed in New York City and Washington, D.C.
- The NHS Math Team, which competes in the New England Math League, had a great showing at the WPI Invitational Tournament.
- The parent community continued to be supportive of school programs, teams and activities, through the efforts of the School Council, NHS Boosters and PTSO as well as activity specific support groups.
- This year's school play was "Meet Me in St. Louis" and was a highlight of the year. Congratulations to Director, Ms. Margaret Hagemeister and the cast and crew.
- The Thanksgiving Day Football game not only provided a victory over arch rival Framingham High School, it marked the final Turkey Day performance by our Band Director, Mr. Jerry Ash, who is retiring this year. The award winning band and our choruses led by Mrs. Candace Hopewell, continue to impress. Fourteen of our band and chorus members were selected to perform in the Northeast District Music Festival.

Kennedy Middle School

- Our middle school model was proposed and implemented:
 - Staffing patterns were reconfigured to create teams
 - Teams included a special educator and core academics as well as the creation of special area and support teams
 - Structures implemented to allow for common planning for teams, chairpersons in mathematics and language & literacy, grade level and content area collaboration
 - Successful redistricting allowed for a positive transition for approximately 100 students and a decrease in enrollment
 - Proposal included the marriage of English Language Arts and Writing, the integration of Health, Physical Education, and Family Consumer Science into a Wellness Program, a grade five keyboarding program and an increase in Foreign Language in grade seven
- Facilities were significantly changed during Phase Two of renovations and construction:
 - The library was enlarged and redesigned to meet middle school standards
 - Increase in technology purchases and allocations allow professional staff to have a work station, access to e-mail communications, and instructional tools
 - Upgrades created two grade six science labs
 - One grade seven and one grade eight science classroom were reconfigured allowing for student wet labs and technology use
 - Two additional classrooms were created, staff office space, a teacher dining/work room, and general facility upgrades

- The main computer lab was upgraded and a second student lab added to the new library
- Building utilization was studied and changed to support the new model. The use and configuration of the student cafeterias were studied and changed to support the middle school model

Wilson Middle School

The 2002-2003 school year at Wilson Middle School was spent in continued growth and preparation for transitions. Activities included the following:

- Collaboration with the architects of the NEW Wilson Middle School around the selection of furnishing, equipment and technology as construction of the new building moved toward final phases.
- Welcoming students and families re-districted from the Kennedy Middle School. Administrators and Guidance Counselors visited the KMS to introduce themselves to the students who would transfer to Wilson. Parent orientation meetings were held for parents of the transferring students to welcome them to the Wilson Community. Late in the summer, a series of "Find Your Way Days" were held to allow all students and their families to tour the New Wilson Middle School.
- The design of a new middle school organizational model was communicated to the larger school community. A number of presentations were made to School Committee outlining a changed organizational model that more effectively meets the developmental needs of 10-14 year old students. Essential characteristics of the model:

all students are taught by teams of teachers who know them well as learners; teachers have common planning time each day so that they can communicate effectively about students, curriculum, instruction and assessment; teams have blocks of time for instruction which they can allocate to match instructional need; curriculum that is rigorous and challenging for all students; classrooms that are inclusive of all students; special subjects (art, music, wellness, technology education) that provide additional variety and richness to the academic day.

- *Annie Jr.*, Wilson Middle School's first student musical production in many years, took place in early December to rave reviews. Three performances were sold out which created great anticipation for the "real" auditorium in the New Wilson.
- Wilson's Math Team entered competition after a year of initial preparation. Generous community support for the team was provided by Cognex Corporation and Boston Scientific. Team coaches were Ms. Mary Lou Randall and Ms. Jeanne Watts.
- A Future Scientists and Engineers of America Chapter was started at Wilson. A retired Raytheon engineer regularly joins the group along with two Wilson science teachers, Ms. Mimi McClain and Mr. Ken Henderson, in coaching students in hands-on science activities.
- The Wilson 6th grade chorus and the 7th & 8th grade chorus under the direction of Ms. Heather Moretz were both awarded Gold Medals at the Great

East Festival. The Wilson bands, under the direction of Mr. Bruce Houston won first place in the Music in the Parks competition.

Bennett-Hemenway School

- Seventy families were successfully integrated into the Ben-Hem Community as a result of redistricting.
- Bennett-Hemenway was selected to participate in the National Assessment of Educational Progress - the Nation's Report Card for the 2nd year in a row
- Ben-Hem students and parents worked with a Place to Turn and donated clothing and decorations for their February activities.

Brown School

- Guided Reading, a well known model for teaching reading, is blossoming at Brown School. The data indicates that students are benefiting from this instruction model. This work is being complemented by staff development in the area of comprehension through the text *Strategies That Work*.
- Forty-eight out of eighty-three of our third grade students scored between 38/40 points on the MCAS assessment. Eighteen scored a perfect score 40/40. This was an increase over the previous year's testing results.

Johnson School

- Ms. Barbara Brown was appointed principal, effective August 2003.
- The PTO's generous support provided for some new equipment and technology updates, cultural arts enrichment activities to enhance curriculum content, and expanded after school clubs.

- Literacy closets have been developed to allow for ample resources available to teachers for the selection of leveled readers in a variety of genre to differentiate instruction using a balanced literacy model.
- Professional collaboration continues to be a priority through regularly scheduled times for mentoring, common planning, peer observation and focused dialogue about teaching and learning.
- Hosted visits by the Philbrick Elementary and the Endicott Elementary Schools in Boston as well as the Benjamin Franklin Classical Charter School in Franklin showcasing best literacy practices in Lilja's K-4 classrooms.

Memorial School

- The Memorial School Community raised more than \$60,000.00 to replace an aging playground with a brand new one. A new outdoor classroom is scheduled to be constructed in the spring of 2004.
- 93% of third grade students scored in the proficient category on the Massachusetts Comprehensive Assessment Test. This score was the second highest in the state for any school at this grade level. It was the second year in a row that the third graders scored at the 93% level.
- As a result of redistricting the Memorial School population dropped to 445 this year.

Respectfully Submitted,

James Connolly
Superintendent of Schools

Lilja School

- Successfully planned for and carried out redistricting transition activities to ensure the comfort of families and the success of students moving to Lilja and students leaving Lilja to attend Ben-Hem.
- Four Lilja teachers participated in a statewide team of teachers working with TERC on a three year project to develop new mathematics materials.
- Hosted visits by schools in Newton, Greenfield, and Holliston to showcase Lilja's library program.

Joseph P. Keefe Technical School

This was a significant and eventful year in our 30-year history as a regional vocational technical high school serving the towns of Ashland, Framingham, Holliston, Hopkinton, and Natick. On September 30, 2003, Mr. Paul Bento retired as Superintendent -Director after 31 years of dedicated service ...18 years as Superintendent. We certainly wish Paul well and extend our appreciation for his outstanding service to the young people of the South Middlesex School District. On October 1, 2003, Mr. Peter Dewar followed Mr. Bento as the new Superintendent-Director. Mr. Dewar has served the school in numerous roles for over 24 years.

In January of 2003, the school was audited by a team representing the Massachusetts Board of Education Office of Educational Quality and Accountability (EQA). This is known as a Tier II examination. The EQA is mandated by law for all school districts in the commonwealth. Essentially, this process is an assessment of your educational program as indicated by student performance on the Massachusetts Comprehensive Assessment System (MCAS) Test. While maintaining and enhancing our already strong vocational-technical programs, our school has been able to meet the academic challenges and have demonstrated growth in each of the four previous school years.

Seventy-nine percent of the Class of 2003 met the MCAS standard to receive a diploma. Only 6% of these students pass the Grade 8 MCAS test prior to coming to Keefe.

As of November 1, 2003, the Class of 2004 is 20 percentage points ahead of the class of 2003 when their passing rate is compared at the same point in time. Two retake opportunities are available to them prior to graduation.

The Class of 2005 is 14 percentage points ahead of the Class of 2004 when their passing rate is compared at the same point in time.

The most recent administration of the MCAS test included 100% of our Limited Language Proficient students in both Math and English.

The graduating Class of 2003 again met with success. Sixty percent went directly to work, 33% went on to further schooling, and 4% went into a branch of our armed services.

Keefe has received our mid-cycle report as provided for us by the Department of Education. This is a report that provides us with details of our status on the "No Child Left Behind" federal legislative measure of school progress. The following is a summary of the report:

We have met the adequate yearly progress (AYP) federal performance standard for the third consecutive year.

Our participation rate in the testing is 100% among all groups including special education and limited language proficient students.

We are on track to meet the 2014 federal proficiency goals. We have exceeded the competency determination rate as set by the state for graduation.

We need to continue to work with all our students to improve their academic performance and we will do so.

Our school is solidly behind the goal of graduating students who are confident, productive, skilled citizens ready to take their place in society. We have significantly increased the remediation programs available to students during the day, after school, and during the summer. The use of interactive

computer based remediation, the extended availability of assistance from committed staff members, and a more effective use of data analysis has made a dramatic difference in the academic performance of our students on the MCAS test. We are proud of our improvements to date and will continue to strive to provide our students with every opportunity to become productive and proud graduates of Keefe Technical School.

The vocational technical programs continue to remain strong with over 75% of them connected to a third party validation. This helps our instructors provide students with every opportunity to become productive and proud graduates of Keefe Technical School.

The vocational technical programs continue to remain strong with over 75% of them connected to a third party validation. This helps our instructors provide students with training that meets the needs of industry. Each program also has an advisory board comprised of industry representatives, students, and parents. As of October 1, 2003, Mr. James Lynch became the vocational administrator. Our programs are only as strong as they are current. We will continue to work to keep them strong.

Under the direction of Assistant Superintendent-Director/Principal, Mr. Karl D. Lord and new plant engineer, Mr. Ken Whidden, we are maintaining our facility and it is in excellent condition for a building that is heavily used and is 31 years old. Budget constraints again will cause us to scale back

our efforts in this regard, but we are hopeful that better economic conditions will be coming.

Our budget request for FY 05 is an extremely modest 1.89 percent increase over the FY 04 figure. It is difficult to provide for the needs of our students and the facility under these financial constraints. Insurances, utilities, and fixed costs will consume all of the proposed increase. We are continuing to aggressively seek and secure grant funding from state and federal sources.

The self-supporting continuing education program serves over 2000 adults from Monday through Saturday each semester. We offer a wide range of courses with flexible schedules to meet the ever changing needs of our students. Nearly 300 students each semester enroll in our English as a Second Language courses, which are taught at six levels.

As of October 1, 2003, 76 students from Natick were enrolled in our regular high school program. Your representatives to the Keefe School Committee are: Tassos Filledes and Dr. Stephen Kane. We continue to enjoy an excellent relationship with the Natick Public Schools and are working cooperatively to provide the best opportunities for youth and adults in the South Middlesex District.

Respectfully Submitted,

Peter D. Dewar
Superintendent - Director

Libraries

Morse Institute Library

The Morse Institute Library is a vital part of the Natick community with individuals of all ages visiting the library throughout the year to browse and check out materials; to enjoy a family story hour or parenting program; to socialize and enjoy a program for seniors. Business people use the financial and business resources and connect to the library's wireless network daily. Many people use the library as a meeting place, for a game of bridge, a neighborhood book group or an investment club. Numerous support meetings are held at the library year round. Many of the groups that use the library's facilities, in turn, share their resources, manpower and funds with the library, its programs and patrons. The library serves as a focal point, to publicize and expand community resources to benefit the entire community.



In addition to its role as a meeting place and educational institution, the library serves over 400,000 individuals and families who use the library daily for reference service and to borrow children's books, videos and DVDs, bestsellers, and books for school, hobbies and life skills. Over 500,000 items were checked out of the library in FY03, and 14,785 items were borrowed from other institutions for Natick patrons. All areas and subjects are well used including children's, adult and non-print materials.

In FY03, the Board of Trustees and library staff had to work with a level funded budget, as did all municipal departments. The Board of Trustees approved changes in library hours which kept the library open daily including Sundays. By reducing the hours during the week, this small adjustment provided the

staffing to open on Sundays. The library staff also developed grants and received funding for a number of projects including funding for early childhood programs from the Massachusetts Board of Library Commissioners; grant funding for the consumer health

newsletter Vital Signs from the MetroWest Community Health Care Foundation; and grant funding for the purchase of curriculum support materials from the Foundation. Major grant funding was received in 2003 for the construction of an archives room on the lower level of the library to house rare items and local history materials in need of preservation. In addition, community residents supported the library's annual fund drive, which enabled the library staff to offer a wealth of programs, up-to-date technology, as well as the purchase of hundreds of additional books.

The Board of Trustees, library staff and a planning committee from the community completed the Library Strategic Plan 2003-2005. Many individuals lent their time and expertise to make the planning process and the final document an important guide for planning library programs and services in the next three years. This document has special importance in tight fiscal times.

The Bacon Free Library joined the Minuteman Library Network in 2003. Thus, Natick resources are easily shared throughout the community. In addition, the bookmobile returned to a regular schedule at the beginning of the summer with great success. The bookmobile visits neighborhoods, senior housing and apartment complexes, as well as centers. This service also brings books, non-

print materials and storytelling to the entire community. The summer bookmobile stops were so successful that they will continue year round. Bookmobile services are funded in part by the Friends of the Library, the Early Childhood Grant from the Massachusetts Board of Library Commissioners and the Town of Natick.

In 2003, the 40 libraries in the Minuteman Library Network selected a new software vendor. At the end of June 2003, the library was closed for several days for the switch from the old system to the new. This was a library wide project of great complexity in which data for 150,000 library holdings had to be reformatted; new publicity was created on how to use the library; and 50 library staff members were trained on the new software. New publicity and educational guides were developed for the public so they could continue to access library programs and resources easily and quickly. The transition was not without problems, but because of careful planning and an excellent staff the process went well.

Many of the programs, services and projects enjoyed by the public while visiting the library are made possible by the bountiful support of individuals and groups in the community. It is not possible to list all the volunteers and groups who have enhanced the library during 2003, but each and every one has made a difference. The Natick Garden Club provides the flowers, the year round decorations and care of the indoor plants. Children First Natick, Kids Connect and Family Network co-sponsor all types of programs for children, adults and educators as well as provide resources for the public. Autism Alliance provides reference, programs and resources to assist area residents with a family member with autism. The Friends of the Library raise over \$30,000 per year through their booksales and mailings to fund library projects. The Friends' support the bookmobile, adult and

children's programs, the Speed Read collection, the museum passes as well as large capital projects including the purchase of the bookmobile several years ago.

Support from other municipal departments including Recreation, the School department, DPW, and others enable the library to function smoothly, offer a variety of meeting spaces to the public, and to co-sponsor programs throughout the year. The new Town Administrator Phil Lemnios and the Finance Committee worked with the Board of Library Trustees to fund specific programs and to find creative ways to stretch the library budget.

Natick business owners also provided financial and volunteer support to the library and its patrons. Cognex Corporation continued to provide the funding for a staff person to assist the public in the computer lab. Middlesex Savings Bank provided funds for a variety of children's programs as well as support for the library's annual gala, which is enjoyed by over 500 adults and children. Businesses small and large provide refreshments for library programs, supplies, and volunteers. The Morse Institute Library is Natick's community library.

FY03 MATERIALS AND SERVICES PROVIDED FOR PUBLIC USE

1,125,641	Computer transactions for circulation
500,059	Items checked-out to Library patrons
14,785	Items received from other libraries for Natick patrons
17,725	Items loaned to other libraries
1,423	Museum passes loaned for family use
36,786	Requests for specific titles
18,694	Natick residents with Library cards
83,000+	Reference and informational queries answered by library staff

2,079 Study room uses
 11,500+ Computer (Internet) sign-ups
 150+ Individuals volunteering
 (2,400+ hours)
 1,210 Meetings scheduled at the Library
 515 Programs sponsored by the
 Library
 15,228 Attendance at Library programs
 448,901 Visitors to Library
 12,361 New materials added to the
 Library's collection

Respectfully Submitted,

Paula Polk, Library Director

Board of Library Trustees
 Marshall Lebowitz, President
 Elliot Goodman, Vice-President
 Dr. Joseph A. Keefe, Secretary
 Harriet Buckingham, Treasurer
 Kathleen Donovan, Assistant Secretary/
 Treasurer

Bacon Free Library

The Bacon Free Library building is the home of the Natick Historical Society & Museum. The Society carried on its mission of documenting the history of the Town of Natick, by collecting and preserving artifacts, printed materials, current information, and photographs. The Museum is a resource for study by elementary through college age students, scout troops, senior citizens, writers, and researchers. Over 2600 people visited the Museum during the year 2003. During the year, the Natick Historical Society and the Library cosponsored a program and a garden tour.

In April, during the Minuteman Re-enactment on the grounds of the Library, participants and guests were invited to the Museum to view displays of the history of Natick during the Revolutionary period.

The Society joined other non-profit organizations on the Natick Common for Natick Days Sept. 13th. Books, Maps, Society Pins and 350th Anniversary pins, and Magnets were sold. This year two new maps were available, the Bird's Eye Map of 1899 & Walker Map Circa 1900.

In the autumn, Girl Scout Troops #7461 and #7466 visited the Museum to learn about life in early Natick. The scouts were shown the many interesting and unique artifacts given for the Society to protect and preserve.

Images of America – Natick, co-authored by Anne K. Schaller and Janice Prescott, for the benefit of the Historical Society, is in its sixth printing.

This year the Society along with 25 other Boston & suburban museums is involved with the "Roads to History - Boston & Beyond," project aimed at bringing visitors from the 2004 Democratic National Convention and the Governors Convention to visit the smaller or off the beaten path historical museums and sites.

Respectfully Submitted,

Anne K. Schaller, Museum Director
Janice A. Prescott, President



Finance Departments

Board of Assessors

The Board of Assessors respectfully submits its annual town report for the year 2003. The Town has just concluded the revaluation for fiscal year 2004. The Assessors were able to conduct a comprehensive analysis, and provided equitable and accurate assessments. The Assessors Office will continue to review assessments for accuracy on an ongoing basis and urge taxpayers to request inspections for accuracy.

The Board of Assessors granted 443 Personal Exemptions to qualified property owners in fiscal year 2003. The warrant article increasing personal exemptions was presented and approved at Town Meeting and Personal Exemptions increased 15% by a local option.

2003 Granted Exemptions

Clause	Descriptions	Count	Total
17D	Senior/Surviving Spouse	94	\$18,917.50
18	Hardship/Infirmed	4	1,200.00
22(1-3)	Veteran 10% Disabled	199	57,212.50
22A	Veteran loss of limb	2	977.52
22B	Veteran multi limb loss	1	833.76
22C	Veteran adapted housing	1	1,092.50
22E	Veteran 100% disabled	17	11,730.00
37A	Blind	43	24,725.00
41A	Deferral	12	27,456.34
41C	Elderly	70	40,250.00

In fiscal year 2003 the Assessors Office committed for collection:

Real Property: \$53,295,583.36
Personal Property: \$843,248.32

For 2002 the committed excise totaled \$4,065,827.12.

Meetings of the Board of Assessors are scheduled on Tuesday evenings and are posted at Town Hall. The assessment data and all forms and applications are available on our web site <http://www.natickma.org> (please select Assessors Office).

The Assessors Office staff will continue to provide residents with accurate assessment data. The Assessors Office is open daily to assist residents and will be committed to providing any and all support needed to answer all questions and concerns. The Assessors Office is open Monday-Friday 8:00 a.m. to 5:00 p.m.

Respectfully Submitted,

William D. Chenard
Director of Assessing

Collector-Treasurer

The past year imparted several significant changes to the Collector's Office. The segregation of duties between the Comptroller's Office and Treasurer's Office in accordance with Mass. General Law was undertaken and resulted in the change from the Collector to Treasurer/Collector's Office. In addition, the Treasurer/Collector's Office began deposit of all Town Hall Departmental revenues. A new employee, Terry Reddoch, was added to handle the Treasurer functions.

In 2003 we continued our quest to automate payments being received by this office. The real-time electronic transfer On-line Bill Payment product that the Collector's Office conceived and had developed by UniBank for Savings was rolled out in December, 2003 beginning with the water accounts. This product allows residents to pay their Town of Natick bills on-line directly from their account through ACH transfer twenty-four hours per day. The Town now has a Virtual Collector's Office which permits timely payment as late as 11:59 pm on the due date. The product is currently available at no cost to our residents and it is our hope to continue to make it available at no cost to residents. One may access it through the Town of Natick Website at www.natickma.org. Thank you to Bob LeFrancois for his technical assistance when needed and Phil Lemnios and Robert Palmer for their general support.

There were several large mortgage companies who were added to our growing list of

companies providing electronic tax payment files quarterly. We were able to also convert the largest tax service provider, First American, to only electronic payment files and thereby making transactions with them completely paperless at tax times.

The following represents the percentage of the net tax levy collected through the 2003 fiscal year:

Total Tax Levy

\$53,295,583.36

Overlay Reserve for Abatements

\$1,090,891.10

Amount Collected Through 6/30/03

\$52,988,216.36

Percent of Net Tax Levy

1.02%

Finally, none of the changes and efficiencies that have occurred over the past two and 1/2 years would have been possible without the dedication and hard work of the staff members. Thank you, Peggy, Tina, Beth, Carol and Terry. You are the best.

Respectfully Submitted,

Melanie M. Phillips
Assistant Treasurer/Collector

Comptroller

In compliance with Chapter 41, Section 62 of the Massachusetts General Laws, submitted herewith is the annual report of the Accounting Department for the fiscal period July 1, 2002 through June 30, 2003.

All invoices and payrolls presented during the year by the Town Departments have been examined both for their accuracy and for legal requirements before being submitted to the Treasurer for payment.

The Treasury Warrants were presented to this office as follows:

Three Hundred Fifty Nine (359) Treasury Warrants amounting to \$117,505,336.81 which is net of payments for Bond Anticipation Notes for the general operation of the Town of Natick, Eighty (80) Water and Sewer Enterprise Fund Treasury Warrants amounting to \$5,350,063.4 Twelve (12) Sassamon Trace Golf Course Treasury Warrants amounting to \$630,016.14 One hundred fifty one (151) Capital Project Treasury Warrants amounting to \$16,827,731.45.

Warrants payable as of June 30, 2003, totaled \$3,673,681.92 for operating expenditures, capital projects, water and sewer enterprise and Sassamon Trace Golf Course.

The total receipts from July 1, 2002 through June 30, 2003, exclusive of trust funds and net of Bond Anticipation Notes was \$119,379,650.36.

The cash balance on hand on June 30, 2003, exclusive of trust funds was \$27,537,614.72 a decrease of \$17,853,070.38 from the previous fiscal period. This decrease is due in part to the Bond Anticipation notes issued May, 2003 in the amount of \$22,000,000.

Monthly notices of appropriation condition were forwarded on State approved forms to all Town Officers, Committees and Boards charged with the expenditure of Town funds.

Detailed statements of all departmental budgets were compiled showing amounts for each item appropriated during Fiscal Year 2003 and expended for Fiscal Year 2003. Copies of each budget were forwarded to the Finance Committee.

The unexpended appropriation balances closed for Fiscal Year 2003 amounted to \$807,390.02 a decrease of \$1,032,839.48 from the previous fiscal period.

As required by law, under Section 54A, Chapter 41, of the Massachusetts General Laws, notice was given to the Assessors of the total 2002-2003 receipts with the exception of revenues from Property Taxes, Loans, Trust Funds, Federal and State Grants and Revolving Funds, and the source of such receipts were specified.

Respectfully Submitted,

E. Ruthann Cashman, Comptroller

Natick Board of Retirement

Income:

Contributions	\$1,759,154.25
Transfers	\$48,281.08
Make Up & Redeposits	\$21,259.38

Appropriation:

Pension Fund	\$2,172,837.00
Workers Comp	\$750.00

Other Sources:

Reimbursements	\$414,979.06
Investment Income	\$1,697,155.60
Profit on Sales	\$2,173,730.67

Disbursements:

Annuities Paid	\$756,415.68
Pensions Paid	\$5,186,224.32
Refunds/Transfer	\$439,549.70
Reimbursements Paid	\$76,238.17

Administrative Expenses:

Salaries	\$106,908.83
All Other	\$362,373.81
Loss on Sales	\$1,209,423.17

Respectfully Submitted,

Members of the Natick Board of Retirement:

Robert J. Drew, Chairman

E. Ruthann Cashman, Ex-Officio

David A. Given

Michael J. Melchiorri

John D. Mahaney

Kathleen S. Bacon, Director

Committees, Boards & Commissions

Cable Advisory Board

The Cable Advisory Board's most important function is as a liaison between the Town and any existing or future cable licensees. The Board also represents and advises the Board of Selectmen in negotiating the franchise license with whichever cable provider they wish to allow to operate in the Town. Currently Comcast (formerly AT&T Broadband) (formerly Media One) and RCN Corporation hold licenses to operate within the Town.

The presence of two cable franchises in Natick has many benefits to residents and subscribers. Primarily the choice of services such as channel lineups, broadband internet, and telephone packages. As of this report, RCN has not wired the entire Town, and has been granted an extension for completion by the Board of Selectmen. RCN stated that the need for this extension was the economic downturn in the technology sector.

The Board also continues to provide assistance and advice to Pegasus, the public access non-profit corporation for the Town of Natick, in areas such as funding agreements with cable providers, and technical assistance regarding equipment needs.

Board members participated with town officials in the planning, preparation and

deployment of the I-Net (Institutional Network) which links all public buildings and schools in the town. This I-Net also provides for a substantial savings to the Town in lease line costs and has allowed for live broadcasts of Public meetings such as Town Meetings, the Selectmen and School Committee.

The Board received many comments and complaints from residents of the town about cable service. These complaints included general questions about cable providers operating in the town, cable content, and pricing/rate increases. Specific issues were access in apartment complexes and to houses with underground conduits, billing charges, service outages and the quality of service.

The Cable Advisory Board welcomes and listens to comments from the residents of Natick. People can contact the Board via e-mail, cable@eesco.com. The mailing address is in care of Natick Town Hall, 13 East Central Street, Natick.

Respectfully Submitted,

Hank Szretter, Chairman
Rod Feak, Secretary
Martha Jones
Paul Ladd
Ron Ordway
Arnold Pinsley

Cultural Council

1. MEMBERSHIP

- Current membership: Catherine Ianno Fournier (Chair), Anne-Marie Kott (Secretary), Amy Lawler (appointed July), Barbara Little (appointed July), Anna Mieszkowska (appointed June, Treasurer), Grace Napier (Communications Director), and Ruth Scotch (appointed September).
- Members leaving the Council in 2003: Raffael DeGruttola (end of 2nd term expired in September), Paula Grimes (personal reasons, 2nd year, 1st term), Liz Lemire (moved to Rhode Island, 1st year, 1st term), Patricia Nelson (moved out of state, 3rd year, 2nd term), Joe Stone (personal reasons, 2nd year, 1st term).

2. MEETINGS

- Meetings were held January 29, February 26, April 2, May 5, September 3, October 1, November 12, and November 19. All meetings took place in the Town Hall, with the exception of February 26.
- On February 26, the NCC held a reception at the Morse Institute Library to announce its year 2003 grants. The grant recipients, local town officials, and state government representatives attended along with members of the press. Former members Geraldine Sims and Ann Powers were recognized for their years of service to the Cultural Council. This is the first time that the Cultural Council held an event like this – it was well attended and well received.

3. GRANTS

All fiscal year 2003 grants allocated were spent in full:

Name	Project	Fiscal Year 2003
A Cappella Singers	Spring concert/mass in G	\$500
Appalachian Benefit Coffeehouse	Coffeehouse performers	\$500
Bird, Gianna *	Natick Wire Works	\$700
Bouvard, Marguerite	Exhibit and Poetry in Library	\$141
Center for the Arts in Natick	Bach, Beethoven & Bagels	\$700
Danforth Museum of Art	Language of Art	\$350
Fox, Dan (Sticky Skillet Trio)	Swing Dance/Concert at Whitney Place	\$200
Heritage Chorale	April Concert	\$200
Metropolitan Wind Symphony	Two concert Series	\$300
Natick Cultural Arts Committee	4th Grade PASS	\$771
Wheelock Family Theatre	Story troupers performance in Library	\$300
Zay, Peter & Anastasia	Chamber music concert in Library	\$600
Fiscal year 2003 Grants		\$5,262

*NOTE: The NCC recommended, and the MCC approved, a Gold-Star nomination for Gianna Bird's silversmith program. Through the NCC grant, Ms. Bird was able to offer these workshops free to the public, given in her studio, Silver Moon, at Yikes! in downtown Natick, and at the Morse Institute Library.

- The MCC allotted \$4,230, the NCC had \$647 left from previous fiscal years. All available grant money, \$5,262, was granted and spent.
- For fiscal year 2004 the MCC allotted the same amount of money, \$4,230. The Council raised \$412 and \$8 was left from fiscal year 2003. The NCC granted \$4,650 for the upcoming fiscal year 2004.

Name	Project	Fiscal Year 2004
Intermezzo: The NE Chamber Opera	September opera performance at TCAN	\$500
Appalachian Benefit Coffee House	Coffeehouse performers	\$350
Metropolitan Wind Symphony	Two concert series	\$200
Golden Tones	Three performances in Natick	\$500
Bird, Gianna	Natick Wire Works	\$700
New Philharmonia Orchestra	Two Concert Series	\$400
NHS Cultural Arts Committee	PASS program for 4th grade	\$400
The Center for Arts	Bach, Beethoven, & Bagels	\$500
Bacon Free Library	Family Jazz concert	\$350
Ilatovsky, Philip	Historic District art exhibit at Library	\$500
A Cappella Singers	Spring concert program	\$250
Fiscal Year 2004 Grants		\$4,650

4. FUND-RAISING AND EVENTS

- For the second year, the NCC members sold tickets to the Natick Mall's Evening of Giving fund raising event. The members sold 72 tickets for \$360. The event took place on Sunday, November 9, 2003.
- For the first time, the NCC set up an informational table at "Natick Days" on September 13 on the Natick Common. Many people approached the table looking for information about the grant process and the NCC. \$34.80 in donations was received.

5. INITIATIVES TAKEN IN 2003 (in order of occurrence)

- The NCC members began using the MCC's new on-line office to submit grant information, to track grant applicants, to post information about the grant cycle and as an office tool for managing the NCC operations.
- The NCC voted to appoint a subcommittee of two NCC members to sign disbursements when the council does not meet. The use of a subcommittee was authorized by the Comptroller's Office.
- The NCC voted to require that an NCC member attend each event, exhibit, or program funded by the NCC.
- With the amount of membership turnover in the last couple years, the NCC members have taken steps to increase awareness of the council and its membership opportunities. These steps include posting notices in the Natick Tab & Bulletin, on-line at natickinfo.org, emailing artists and Natick residents through TCAN and other email lists, and posting flyers around town.
- The NCC members voted to update its officer position/ descriptions and hold elections at the last meeting of Natick's fiscal year (generally in the spring) rather than in September – the first meeting of the grant cycle.

- The NCC updated its interview and selection process by offering telephone interviews to grant recipients as well as “in person” interviews during the 2004 grant application reviews.
- The by-laws were amended to reflect the fact that meetings may take place on any Wednesday during the grant cycle, rather than on the first Wednesday of each month. This gives the flexibility to coordinate the meeting schedule better with the MCC calendar.

6. GOALS

- The NCC members will work to raise more funds for the fiscal 2005 grant cycle. With the 62% budget cut suffered by the MCC in 2002, and the unlikelihood of increased funding, the NCC members feel strongly that they would like to support more programs, and increase the support given to some programs.
- As of the writing of this report, the NCC has seven members. We would like to reach our maximum nine members.
- The NCC will continue to work on developing awareness of the availability of grants in Natick and increasing the public’s awareness of the events funded by the NCC.

Respectfully Submitted,

Cathi Ianno Fournier, NCC Chair

Disability Commission

COMMISSIONERS

Joan Sherizen, Chairperson
Gwen Kermode, Vice Chairperson
Russell Thome, Treasurer
Sandra Crossman, Secretary
Cheryl Freier
Mel Hirsh
Ron Ordway

The Commission on Disability continues to advocate on behalf of residents with disabilities in order to reach the goal of full inclusion of people with disabilities in the community. During the year, the Commission has again had the opportunity to work on joint projects with the state, local communities, Town departments, businesses, community groups and the general public.

The Commission participated in various outreach programs during 2003. The primary focus of the Commission has been to make businesses more aware of access issues and work with them to correct potential violations. The Commission has worked with about 50 businesses and religious organizations in the last year with much success.

The Commission hosted an informational booth again this year at the "495 Business EXPO". Many people obtained information and gained valuable resources. The Commissioners expanded its relationships with over 100 business and community organizations. The Commission would like to thank the following businesses who sponsored the Commission's booth: Middlesex Savings Bank, Debsan's Decorating Store, Fair and Yeager Ins. Agency, Connell and Curly Ins. Agency, and Natick Federal Saving Bank. The Commission continues to work closely with local businesses, providing advice and recommendations so that businesses can

increase their share of the growing market of customers with disabilities.

During this past year, the Commission, in response to complaints or calls seeking technical assistance, performed between 45 to 50 surveys or review of plans of schools, businesses and other organizations. The Commission continues to be a resource, providing training, technical assistance and education regarding employment, program and public accommodations for persons with disabilities.

The Commission's Voluntary Handicapped Parking Enforcement Program, in cooperation with the Police Department, has aided the commission in making accessible improvement in the community. The Commission has purchased audio/tactile pedestrian signals that will be installed in the year 2003 at 4 more intersections in the community. Appropriations from FY'03 will make it possible to expand this to two more intersections, as well as repair some well used sidewalks and curb cuts. The Commission urges all places of public accommodations to obtain handicapped and designated van parking signs. The Commission makes the appropriate signs available for sale and freely provides the technical support for their placement.

For more information about the Commission and its activities, contact Gwen Kermode, ADA Coordinator, at (508) 647-6519 voice/TTY or gkermode@natickma.org. The Commission meets at the Police Station on the third Monday evening of the month at 7:00 p.m. Residents are welcome and encouraged to participate, give input and share concerns.

Respectfully Submitted,
Joan Sherizen, Chair

Golf Course Oversight Committee

The second full year of operation for the Sassamon Trace Golf Course began in March of 2003 and lasted until November of 2003. By any account, this past golf season was a huge success with dramatic increases in both rounds played and total revenue. As important, Sassamon Trace has become the most utilized inter-generational recreation asset in the Town of Natick.

The number of rounds played at Sassamon Trace increased by 19% to just over 23,000 rounds. This, despite the fact that for the second straight year we experienced a very cold spring and suffered through the wettest August on record. As importantly, it should be noted that 60% of the rounds played at Sassamon Trace were played by Natick residents. Finally, it should be kept in mind that the increase in play occurred during a 10% decline in golf rounds played throughout the rest of New England.

Revenue from the course increased by 11%. The variance between the increase in rounds played and the increase in revenue is a result of the marketing strategy recommended by the Golf Oversight Committee. In essence the strategy was to discount a percentage of our rounds in order to introduce the course to more golfers in the area and to encourage repeat play as much as possible. The strategy must be considered a success considering the dramatic increase in both rounds of play and revenue.

The Natick High School Golf Team uses Sassamon Trace as their home course. In their third year of existence, the golf team posted its first winning record and qualified for the state tournament for the first time. Congratulations to the team and a special note of thanks to Peter Meagher, the golf pro at Sassamon Trace, who, on a pro bono basis, served as the coach of the High School Team.

The condition of the course continues to be excellent. The tees and greens were in tip-top shape throughout the season. The fairways are thickening and the bare spots disappearing as the root systems take hold. In September we asked players to fill out a brief



customer survey regarding the course. We received 149 surveys. Overall, the surveys confirmed our belief about course conditions by rating the tees, greens and the layout of the course between very good and excellent.

In October, we held the first Natick Fall Classic golf tournament. Over 50 players participated and the tournament was won by Natick's own Jimmy Doug Stoddart.

Looking ahead to the 2004 Season, we want to increase both play and revenue by essentially the same percentages as we did in 2003. We believe that Sassamon Trace is well positioned to take advantage of next growth area in golf: players who are time and cost conscience. Keeping our price competitive and doing everything we can to ensure that you can play a round in two hours or less will help brand Sassamon Trace as welcoming to all levels of golfers from the beginner to low handicapper. We will continue our aggressive marketing of the course as a player friendly golf course. We will continue our efforts to attract more leagues to Sassamon, and we want to have more tournaments like the Natick Classic in the coming year.

We eagerly look forward to the 2004 season with new and exciting events and tournaments. We invite those of you who haven't yet played the course to come and

enjoy the challenge and fun of Sassamon Trace.

Respectfully Submitted,

David Baier, Chairman
Barbara Chinetti, Vice Chairman
Paul Power, Secretary
Edward Salamoff
Steve Carty

Historical Commission

The Historical Commission enjoyed an active year of successful preservation and design guidance projects, mostly in the downtown area. The following is a summary of activities:

- Pro-active preservation planning with the Planning Board and Selectmen to assure the Eliot School and Peletiah Tavern on Pleasant Street have future roles in our community. Negotiations with the Montessori School have been on going and continue;
- Celebration of the Central Fire Station, adapted as a performing arts center for all to enjoy;
- Preservation Awards were given to Peter Langon and Dick Cugini for their roles in restoring the Henry Wilson shop on West Central Street;
- Zoning Board approvals mandated Historical Commission design reviews continued:
 - Historic Bigelow House on Glen Road
 - A series of new condominium projects on North Main Street
 - Chrislan Village, in construction on North Main Street near the Cochituate border

- The passing of a town meeting article for a design review district downtown. The Historical Commission will have a position on the Committee.

We look forward to another challenging but promising year conducting activities in Natick, especially given an upward swing in our local economy. Pressing concerns:

- Continue to pursue Community Preservation act status to secure inventory funds to complete our local inventory of historical assets.
- Working with the “demolition delay” ordinance to secure a future use for the Natick Armory and its maintenance and preservation.
- Add signage to scenic roads, Commission awaiting Planning Board action.

Respectfully Submitted,

Stephen N. Evers, AIA, Chairman
Elliot M. Goodman, Vice Chairman
Edna Sargent, Clerk
Kathleen Broome, Recording Secretary
Ginny Lister
David Achenback
Nancy Lavash
Anna Mancini
Maureen Sullivan

Information Systems Advisory Board

The Natick Information Systems Advisory Board (NISAB) met seven times during 2003. At the end of the year, members are: Hank Szretter (co-chairperson), Mary Kate Applegate (co-chairperson), Kenneth Chernack (clerk), Roger Beer and Gwen Lynch. In 2003, David Dimmick ended his more than 20 years of invaluable service in office.

The NISAB has advised and consulted with the Municipal Information Systems and

School Administration Information Systems departments during the year. Topics discussed were: INET, Natick Pegasus, StarBase, telephone system and service, web site issues, long range planning, budgeting, licensing and open source software.

Respectfully Submitted,

Hank Szretter (Co-Chair)
Mary Kate Applegate (Co-Chair)
Kenneth Chernack
Gwen Lynch
Roger Beer

Metropolitan Area Planning Council

The Metropolitan Area Planning Council is the regional planning and economic development district representing 101 cities and towns in metropolitan Boston. In addition, the Council shares oversight responsibility for the region's federally funded transportation program as one of 14 members of the Boston Metropolitan Planning Organization. The Council's legislative mandate is to provide technical and professional resources to improve the physical, social and economic condition of its district, and to develop sound responses to issues of regional significance. The Council provides research, studies, publications, facilitation and technical assistance in the areas of land use and the environment, housing, transportation, water resources management, economic development, demographic and socioeconomic data, legislative policy and interlocal partnerships that strengthen the operation of local governments.

The Council is governed by 101 municipal government representatives, 21 gubernatorial appointees, and 10 state and 3 city of Boston officials. An Executive Committee composed of 25 members oversees agency operations and appoints an executive director. The agency employs approximately 30 professional and administrative staff. Funding for Council activities is derived from contracts with government agencies and private entities, foundation grants, and a per-capita assessment charged to municipalities within the district.

In the past year, the Council has focused on initiatives that respond to regional challenges, some of which include:

- Municipal planning: working with more than 25 communities under the

Executive Order 418 program. EO 418 provides communities with up to \$30,000 in state funding to undertake overall visioning on local planning issues, including housing, economic development, natural resources, and transportation.

- Bringing advanced technology to cities and towns in the region: a contract with Pictometry International will provide aerial photographic images that municipal departments, including police and fire, can utilize to improve service delivery.
- Adoption of smart growth principles: MAPC developed and adopted principles of good planning practice that will encourage sustainable patterns of growth to benefit people living throughout the metro Boston region. MAPC is also a founding member of the Massachusetts Smart Growth Alliance.
- Metro Data Center: The Center is an official US Census affiliate, helping to distribute demographic data throughout the region, including demographic, economic, and housing profiles for all 101 communities in metro Boston.
- Transportation planning: as vice chair of the Boston Metropolitan Planning Organization, MAPC worked to develop the 25-year Regional Transportation Plan as well as the annual Transportation Improvement Program, including transportation spending priorities for the region. We also spearheaded development of transportation spending criteria, taking into account environmental, economic, and equity considerations.

- **Metropolitan Highway System Advisory Board:** MAPC staffs this board, established in 1997 by the Commonwealth to advise the Massachusetts Turnpike Authority on issues relative to land use, air rights, zoning, and environmental impacts associated with development of land owned by the authority.
- **Regional Services Consortiums:** The four regional consortiums established by MAPC collectively purchased \$18 million in office supplies and highway maintenance services for its 31 member municipalities. The project also facilitates collegial forums among members' chief administrative officers focused on collaborative problem solving and resource sharing.
- **Metro Mayors Coalition:** Working with the mayors and city managers of 10 municipalities in the urban core on issues such as group purchasing, employee health insurance, security and emergency coordination, and municipal relief legislation.
- **Homeland security:** addressing homeland security issues by facilitating cross-municipal partnerships between police, fire, and emergency management departments to acquire and share equipment, and more generally to plan for emergencies involving multiple municipalities.
- **Hazard mitigation:** initiating a federally-funded partnership to produce a hazard mitigation plan to protect nine coastal communities in the event of natural disasters, including flood, winter storm, wind, fire, and geologic hazards.

Please visit our website, www.mapc.org, for more details about these and other activities.

Metrofuture: Making A Greater Boston Region

MAPC has launched a new civic process, called MetroFuture, to create an updated regional vision and growth strategy for metropolitan Boston. MetroFuture engages city and town governments, state agencies, non-profits, business, labor and academic groups in this planning process. The outcome will be a vision and growth strategy that puts the region on a sustainable path in terms of land use, economic, environmental and social issues. MAPC will need the support of a broad range of organizations in the region to help plan, fund and implement this new framework for addressing the challenges facing metropolitan Boston.

The effort to create this new strategy was launched on October 29, 2003 at a Boston College Citizens Seminar. More than 400 citizens from a wide range of local and regional groups attended the event, and expressed their opinions on the region's resources and challenges as well as their own visions for the future. This input will be critical as we move to the next phase of this exciting multi-year project. Please visit the project web site, www.metrofuture.org, for more information.

Metro West Growth Management Committee (Ashland, Framingham, Holliston, Hopkinton, Marlborough, Southborough, Sudbury, Wayland, Wellesley, Weston)

Over the past year the Metro West Growth Management Committee (MWGMC) provided a variety of services for the ten communities that comprise the Metro West Sub Region of MAPC. MWGMC held Monthly Leadership Forums, Transportation Task Force meetings, Planners' Roundtables, and a Legislative Breakfast. Topics discussed included: Zoning Reform legislation; demographic and employment projections and analyses for the region; a Transportation and Community and Systems Preservation project that features a Geographic Information System (GIS) based

analytical tool to show the relationship between land use and transportation; and Pictometry Imagery and Software Tools, which demonstrated software and imagery data that has proven beneficial to assessors, planners, engineers, conservation commissions, first-responders and other local decision-makers. In addition, the Committee hosted a transportation investment prioritization exercise in which participants developed a list of transportation priorities for the sub region as input to the State funding organization, and provided Metro West input to the Boston Metropolitan Planning Organization's regional transportation

planning processes. The Annual Legislative Breakfast provided Metro West with an opportunity to discuss and make recommendations to legislators regarding the FY2004 budget, local aid, Chapter 70 and Chapter 90 funding. Regular Community Exchanges also provide communities with insights and lessons from each other through discussion of ongoing activities, issues, and strategies.

Respectfully Submitted,

Marc D. Draisen, Executive Director
Metropolitan Area Planning Council

Youth Advisory Board

Adult Advisor: Gwen Kermode
Chair: Zach Garafalo
Vice Chair: Aariah Reilly
Secretary: Adhitti Kannan
Treasurer: Ken Kuenhast

The Youth Advisory Board (YAB) is beginning its fourth year as an advisory board to the Board of Selectmen concerning Natick's youth population and the issues that impact their future, as well as plan, implement and evaluate leadership training opportunities for board members and other youth, act as a conduit for youth issues for the general public, and finally take other actions as may be agreed upon by the Board of Selectmen and the YAB.

Currently, the Board's efforts are being directed by the outcome of the April, 2002 Youth Summit findings. The Board identified four issues that were most important to local youths: (1) nothing to do in Natick, (2) the youth need to develop leadership skills, (3)

relieve stress and, (4) improve respect between kids and adults.

The Youth Advisory Board has just finished working with the skateboard by-law. At town Meeting, the YAB proposed an amendment to the by-law so that if a person violated this ordinance, they would be allowed to complete community service rather than pay a monetary fine. An overwhelming majority subsequently passed the amendment.

The YAB has been working on expanding its connections with other boards and committees in town by having YAB members attend various meetings to increase our knowledge of the structures and functions of these groups. Presently, we have members attending the Selectmen and School Committee meetings regularly. We have had members of the School Committee, Selectmen and the Council on Aging come and speak with us about their respective board and it's functions.

The Youth Advisory Board has limited funds, but we are actively pursuing ways to fundraise. The top three ideas are as follows: (1) Battle of the Bands, (2) Bake Sale, (3) middle school dances. A subcommittee has been formed to look at the fundraising situation.

The Youth Advisory Board meets on the second Monday of every month in the Training Room of the Town Hall, third floor. All YAB meetings are open to the public, and if you have an interest in the youth of this town, you are encouraged to attend.

Respectfully Submitted,

Zach Garafalo, Chairman

Section 2

*Town Meeting Minutes & Attendance
Financial & Statistical Reports*

Town Meeting Attendance

Address	Pct.	#1	#2	#3	#4	#5	#6
Melvin F. Albert	8	Y	Y	Y	Y	Y	N
Robert M. Allen	4	Y	Y	Y	Y	Y	Y
Robert Andrews	4	Y	Y	Y	Y	Y	Y
James V. Arena, Jr.	10	N	Y	Y	Y	N	N
Mary E. Avalos	9	Y	Y	Y	Y	Y	Y
Erica E. Ball	5	Y	Y	Y	Y	Y	Y
Emanuel N. Bardanis	1	N	N	N	N	N	N
Susan Marie Barnicle	8	Y	Y	N	Y	N	N
Joel A. Barrera	9	N	Y	Y	Y	Y	Y
Roger Beer	7	Y	Y	Y	Y	Y	Y
Joanne Marie Bergin	7	Y	Y	Y	N	N	Y
John A. Blanchard	3	N	N	Y	Y	Y	Y
Carol M. Bohan	10	Y	N	Y	Y	Y	Y
Jason S. Brandt	5	Y	Y	N	Y	Y	N
Lynn Brendemuehl	3	Y	N	Y	N	N	N
Peggy R. Broekel	6	Y	Y	Y	Y	Y	Y
Mary A. Brown	8	Y	Y	Y	Y	Y	N
Michael W. Bruns	7	Y	Y	Y	Y	Y	Y
Helen P. Buerlen	3	Y	Y	Y	Y	Y	Y
Paul C. Buerlen	3	Y	Y	Y	Y	Y	Y
Peter J. Burke	4	N	N	N	N	N	N
Denise Burns	10	Y	Y	Y	Y	N	Y
Michael Caccavale	4	Y	Y	Y	Y	N	N
Diane L. Caplan	5	Y	Y	Y	Y	Y	Y
Paul E. Carew	1	Y	N	N	N	N	N
Stephen F. Carty	5	Y	Y	Y	Y	N	N
Donna Volpe Casey	3	Y	Y	Y	Y	Y	Y
Jacquelyn Casey	4	Y	Y	Y	Y	Y	Y
Michael P. Cashman	7	Y	Y	Y	Y	Y	Y
William D. Chenard	1	Y	Y	N	Y	Y	Y
Barbara A. Chinetti	6	Y	Y	Y	N	Y	Y
Frederick Coburn, Jr.	4	Y	Y	Y	Y	Y	Y
David Coffey	2	N	N	N	Y	Y	Y
Paula Carroll Cohen	3	Y	Y	Y	Y	Y	Y
Timothy J. Collins	7	Y	Y	Y	Y	Y	Y
Joan M. Craig	2	Y	Y	Y	Y	Y	Y
Dight W. Crain	10	Y	N	Y	N	N	Y
John R. Culkin	2	Y	Y	Y	Y	Y	Y
Elaina A. Danahy	9	Y	Y	Y	Y	Y	Y
Janice M. Dangelo	1	Y	N	N	Y	Y	Y
Phyllis S. Dank	5	Y	Y	Y	Y	Y	Y
Judith D'Antonio	4	N	Y	N	N	N	N
Deborah B. Davis	9	Y	Y	Y	Y	Y	Y
Glenn S. Davis	9	Y	Y	Y	Y	Y	Y

Town Meeting Attendance

Address	Pct.	#1	#2	#3	#4	#5	#6
Paul Dellarocca	2	Y	Y	Y	Y	Y	Y
Nicholas S. DiMasi	6	Y	Y	Y	Y	Y	Y
David H. Dimmick	10	N	N	Y	Y	Y	Y
John A. Donovan III	4	N	Y	Y	Y	Y	Y
David S. Duncan	1	N	N	N	N	N	N
Teresa M. Evans	7	Y	Y	N	Y	N	Y
Douglas S. Farquharson	2	Y	Y	Y	Y	Y	Y
Nanci S. Farquharson	2	Y	Y	Y	Y	Y	Y
Rodney J. Feak	3	Y	N	Y	Y	N	Y
Nicholas A. Ferri	1	N	N	N	N	N	N
Tass Filledes	3	Y	Y	Y	Y	Y	N
Kevin J. Fitzgerald	1	Y	Y	Y	Y	Y	Y
Paul J. Flynn	1	Y	Y	Y	Y	Y	Y
Charlene B. Foss	6	Y	Y	Y	Y	Y	N
Frank W. Foss	6	Y	Y	Y	Y	Y	Y
Karen A. Foster	6	Y	Y	Y	Y	Y	Y
Jonathan H. Freedman	4	Y	Y	Y	Y	Y	Y
Lucia A. Frenkel	8	Y	N	Y	Y	Y	Y
Donald P. Friswell	9	Y	Y	Y	Y	Y	Y
James T. Furdon	7	N	N	N	Y	N	Y
Ronald L. Garry, Jr.	2	Y	Y	Y	Y	N	Y
Wayne Gates	9	N	N	N	N	N	N
William F. Gath	6	Y	Y	Y	Y	Y	Y
John D. Gaziano, Jr.	3	Y	Y	Y	Y	N	Y
Susan L. Geiser	7	Y	Y	N	Y	Y	Y
Milton E. Gilbert	10	Y	Y	Y	Y	Y	Y
Mary F. Gilleran	6	N	N	N	N	N	N
Glen B. Glater	8	Y	Y	Y	Y	Y	Y
Carol A. Gloff	6	Y	Y	Y	Y	N	Y
Michael S. Goldberg	4	Y	Y	Y	Y	Y	Y
Peter S. Golden	6	Y	Y	Y	Y	Y	Y
Kenneth S. Goldman	10	Y	Y	Y	Y	Y	Y
Benjamin Greenberg	10	N	Y	Y	Y	N	Y
Shaun M. Greenwood	9	N	N	N	N	N	N
Paul B. Griesmer	7	Y	Y	Y	Y	Y	Y
Sebastian F. Grupposo	4	Y	Y	Y	Y	Y	Y
Sara R. Hanna	8	Y	Y	Y	Y	Y	Y
Henry W. Haugland	7	Y	Y	Y	Y	Y	Y
Darcy A. Hawes	1	N	N	RESIGNED 4/11/03			
Nancy J. Higgins	3	Y	Y	Y	Y	Y	Y
Thomas E. Hubbard	8	Y	Y	Y	Y	N	N
Edward J. Hurst	10	Y	Y	Y	Y	Y	Y
Nancy Jennett	7	Y	N	Y	Y	Y	Y
Richard Jennett, Jr.	7	Y	Y	Y	Y	Y	Y

Town Meeting Attendance

Address	Pct.	#1	#2	#3	#4	#5	#6
Edward A. Johnson	9	Y	Y	Y	Y	N	Y
Louis W. Julian, Jr.	2	N	N	Y	Y	Y	Y
Stephen M. Kane	2	N	Y	N	N	Y	N
Mark Kaplan	1	Y	Y	Y	Y	Y	Y
Joseph A. Keefe	7	Y	Y	Y	Y	N	Y
Jeffrey Kennedy	9	Y	Y	Y	Y	N	Y
Martin Kessel	10	Y	Y	Y	Y	Y	Y
George E. Kincaid, Jr..	5	Y	Y	Y	Y	Y	Y
Herbert Z. Kupchik	2	Y	Y	Y	Y	N	Y
Michael K. Lamont	3	Y	Y	Y	Y	Y	Y
Nancy A. Lavash	1	Y	Y	Y	Y	Y	Y
Marshall Lebowitz	6	Y	Y	Y	Y	Y	Y
Christopher Lee, III (moved from pct 4)	7	Y	N	Y	Y	Y	N
Alissa R. E. Leonard	4	Y	Y	Y	Y	Y	Y
Steven Levinsky	4	Y	Y	Y	Y	Y	Y
Joseph S. Libbin	3	N	Y	Y	Y	Y	N
Mary E. Litwak	9	Y	Y	N	Y	N	N
Andrew W. Luke	5	Y	Y	Y	Y	Y	Y
Michael G. Mabardy	9	N	Y	N	Y	Y	Y
Nicholas S. Mabardy	10	Y	Y	Y	Y	Y	Y
James L. Magee	8	Y	Y	Y	Y	Y	Y
Daniel T. Mahoney, III	9	Y	Y	Y	Y	Y	Y
Joan R. Mathews	3	N	N	N	Y	N	Y
Matthew P. McCue	2	Y	Y	Y	Y	Y	Y
Ellen McKeon-Levine	10	Y	N	Y	Y	Y	N
Scott McLarnon	8	Y	Y	Y	Y	Y	N
Andrew J. Meyer	3	Y	Y	Y	Y	Y	Y
Ronald J. Miller	8	Y	Y	Y	Y	Y	N
Theresa M. Miller	8	Y	Y	Y	Y	Y	Y
Domenic Mirante, Jr.	6	Y	Y	Y	Y	Y	Y
Kathleen M. Moriarty	8	N	N	Y	Y	Y	Y
Thomas F. Morris	9	Y	Y	Y	Y	Y	Y
Julian J. Munnich	5	Y	Y	Y	Y	Y	Y
David J. Murphy	6	Y	Y	Y	Y	Y	Y
Janet M. Nichols	5	Y	Y	Y	N	Y	Y
Janet M. Nolan	5	Y	Y	Y	Y	N	Y
Emily M. O'Brien	2	N	N	Y	Y	Y	Y
Kevin Ordway	8	N	Y	N	Y	Y	Y
Ronald V. Ordway	4	Y	N	Y	Y	Y	Y
Jeanne Williamson Ostroff	6	Y	Y	Y	Y	Y	Y
Joshua Ostroff	6	Y	Y	Y	Y	Y	N
Diane B. Packer	7	Y	Y	Y	Y	Y	Y
Marjorie L. Packer	4	Y	N	Y	Y	Y	Y
Janice L. Parsons	9	Y	Y	Y	Y	Y	Y

Town Meeting Attendance

Address	Pct.	#1	#2	#3	#4	#5	#6
Darlene Perry	6	Y	Y	Y	Y	N	Y
Jeffrey M. Phillips	5	Y	Y	Y	Y	Y	Y
Janet Phlegar	9	Y	Y	Y	Y	Y	Y
Jerry L. Pierce	10	Y	Y	N	Y	Y	Y
James P. Powers	2	N	N	N	N	N	N
Brian E. Price	8	Y	N	Y	Y	Y	N
Robert E. Raisch	8	Y	N	N	Y	N	Y
Anna V. Rausch	2	Y	Y	Y	Y	Y	Y
Theodore E. Rollins	2	Y	Y	Y	Y	Y	Y
Bonnie S. Rosenthal	5	Y	Y	N	N	Y	Y
Craid S. Ross	4	Y	Y	Y	Y	Y	Y
Edward Salamoff	10	Y	Y	Y	N	N	N
Susan G. Salamoff	10	Y	Y	Y	N	N	N
Walter E. Salvi, Jr.	2	Y	Y	Y	Y	Y	N
Lawrence A. Samuels	3	Y	Y	N	Y	N	Y
Mary F. Sanford	5	N	N	N	N	N	N
Frederick L. Sanford, Jr.	5	N	N	N	N	N	N
Robert D. Savoia	3	Y	Y	Y	Y	N	N
Sybil Ellen Schlesinger	9	Y	Y	Y	Y	Y	Y
Marh B. Schneekloth	3	N	N	N	N	N	N
Robert L. Severance	10	Y	Y	Y	Y	Y	Y
Mary Shea	2	Y	N	N	Y	Y	Y
Richard Sidney	8	Y	Y	Y	N	N	Y
Peter M. Slamin	9	N	Y	N	Y	Y	Y
Bruce A. Snow	5	Y	Y	Y	Y	Y	Y
Harlee S. Strauss	7	Y	Y	Y	N	N	Y
Richard T. Sullivan	7	Y	Y	Y	Y	Y	Y
Susan Sullivan	6	Y	Y	N	Y	Y	Y
Linda C. Sussman	2	Y	Y	Y	Y	Y	Y
Susan E. Tavela	1	Y	Y	Y	Y	N	N
Peter C. Thompson	8	Y	N	Y	N	N	N
Thomas R. Townsend	6	Y	Y	Y	Y	Y	Y
Dina Trubiano	5	Y	Y	N	Y	Y	Y
Kristine M. VanAmsterdam	10	Y	Y	Y	Y	Y	Y
Alva D. VanTassel	3	Y	Y	Y	N	N	N
Leslie Vienneau	10	Y	Y	Y	N	N	N
Frank J. Volpe	1	Y	Y	Y	Y	Y	N
Christine Weithman	5	Y	Y	Y	Y	Y	N
A. Scott Williamson	4	Y	Y	Y	Y	N	N
Linda Wollschlager	7	Y	Y	Y	Y	Y	N
Bruce P. Wright	5	Y	Y	Y	Y	Y	Y
Edward J. Wynne	7	Y	Y	N	Y	Y	Y
Richard A. Zucker	2	Y	Y	Y	Y	Y	Y

WARRANT
ANNUAL SPRING TOWN MEETING
APRIL 8, 2003

THE COMMONWEALTH OF MASSACHUSETTS Middlesex, ss

To Any Constable of the Town of Natick in said County: Greeting:

In the name of the Commonwealth of Massachusetts you are required to notify the qualified Town Meeting Members of the said Town of Natick to meet in the Senior High School Auditorium, Natick on

TUESDAY EVENING, APRIL 8, 2003

at 7:30 o'clock P.M., then and there to act on the following Articles:

The following articles are to be acted upon and determined exclusively by Town Meeting Members in accordance with Chapter 2 of the Acts of 1938 and Amendments thereto and the Town Charter and subject to the referendum provided thereby.

And you are directed to serve this Warrant by causing an attested copy of said Warrant to be posted in the two Post Offices in said Natick; and at the following public places in said Natick, to wit: The Kennedy Middle School, Mill Street, Precinct 1; Fire Station, Speen Street Precinct 2; Roche Brothers, West Central Street, Precinct 3; White Hen Pantry, North Main Street, Precinct 4; Wilson Middle School, Precinct 5; East Natick Fire Station, Precinct 6; Bacon Street Farm, Precinct 7; Senior High School, Precinct 8; Natick Town Hall, Precinct 9; and Fire Station, South Natick, Precinct 10.

Above locations being at least one public place in each Precinct in the Town of Natick and in the two Post Offices seven days at least before April 8, 2003; also by causing an attested copy of said Warrant to be published once in the Newspaper called "The Metrowest Daily News", said Newspaper published in the Town of Natick and said publication to be March 10, 2003.

Hereof fail not and make due return of this Warrant with your doings thereon to the Town Clerk at or before the time appointed for holding said meeting.

Given under our hands this 24th day of February, A.D., 2003.

<u>s/Jeffrey A. Stern</u> JEFFREY A. STERN	<u>s/John Ciccariello</u> JOHN CICCARIELLO	<u>s/Jay H. Ball</u> JAY H. BALL
<u>s/Charles M. Hughes</u> CHARLES M. HUGHES	<u>s/Paul R. McKinley</u> PAUL R. MCKINLEY	

BOARD OF SELECTMEN

A TRUE COPY

FEBRUARY 24, 2003

ATTEST: s/Jane M. Hladick
TOWN CLERK OF NATICK

CONSTABLE: s/Sebastian F. Grupposo
TOWN OF NATICK

OFFICER'S RETURN

COMMONWEALTH OF MASSACHUSETTS

Middlesex, ss

NATICK, March 10, 2003

By virtue of this Warrant I have notified the qualified voters of the Town of Natick to meet at the times, places and for the purposes within specified by posting Attested copies of said Warrant at the several locations and places therein designated for that purpose, on March 10, 2003 also by causing an attested copy of said Warrant to be published in the newspaper called "The Metrowest Daily News", this Newspaper to be published in the said Town of Natick in the issue dated Tuesday March 10, 2003

s/Sebastian F. Grupposo
Constable

ANNUAL SPRING TOWN MEETING
SECOND SESSION
APRIL 8, 2003

7:40 P.M. At the Senior High School Auditorium, the Annual Spring Town Meeting was called to order by the Moderator, Paul Connolly who declared there was a quorum present.

All newly elected and appointed town meeting members present were sworn-in by the Moderator.

There were 150 members present.

Invocation was presented by Reverend Victoria Alford Guest, Pastor of the First Congregational Church followed by the Pledge Allegiance to the Flag.

The Moderator read to the membership the notes of procedures to be followed at this meeting.

VOTED BY MAJORITY, to omit reading of the articles when calling them and to refer to them by subject matter or number; to waive reading of motions when the text of the motion has been included in the article printed in the warrant; and to waive reading of the Finance Committee motions or the itemization in those motions when the text of the motion or itemization has been distributed in writing to Town Meeting Members.

The Finance Committee motions were reported through its Chairman, Frank Foss and Secretary Carol Gloff.

The Finance Committee recommendations were mailed to all Town Meeting Members and other officials on March 31, 2003.

The Finance Committee held their Public Hearings on the Warrant Article for the Annual Spring Town Meeting on March 6th, 11th & 13th, 2003.

On matters requiring a two-thirds vote by statute, as authorized under Section 15 of Chapter 39 of the General Laws as recently amended by Chapter 448 of the Acts of 1996, a count need not be taken, where a 2/3rd vote is declared by the Moderator. Voted under Article 44 of the Annual Spring Town Meeting of 1997.

ARTICLE 1
(Town Administrator)

To determine what sum or sums of money the Town will appropriate and raise, or transfer from available funds, for the operation of the government of the Town of Natick, including debt and interest, and to provide for a reserve fund for Fiscal Year 2003 (July 1, 2002 to June 30, 2003), and to see what budgets for Fiscal 2003 will be reduced to offset said additional appropriations, or take any action relative thereto.

RECOMMENDATIONS: By the votes indicated below (March 11, 2003) the Finance Committee recommends FAVORABLE ACTION with regard to the subject matter of Article 1 and that the following Fiscal Year 2003 budgets be amended and/or supplemented as follows:

1) Budget: Sassamon Trace Revenue Deficit, by a vote of 8-2-0

<u>Action</u>	<u>From</u>	<u>To</u>	<u>Amount</u>
Other Financing Source	Free Cash	Sassamon Trace Revenue Deficit	\$200,000

2) Budget: Sanitary Sewer Collection & Disposal Services, by a vote of 10-0-0

<u>Action</u>	<u>From</u>	<u>To</u>	<u>Amount</u>
Appropriation Retained Earnings	Water/Sewer Sewer	Line Maintenance	\$40,000

3) Budget: Town Collector, by a vote of 10-0-0

<u>Action</u>	<u>From</u>	<u>To</u>	<u>Amount</u>
Transfer	Treas. – Banking Servs	Operational Staff Overtime	\$2,000

4) Budget: Utility Billing, by a vote of 10-0-0

<u>Action</u>	<u>From</u>	<u>To</u>	<u>Amount</u>
Transfer	Treas. – Banking Servs	Operational Staff Overtime	\$2,000

The purpose of this article is to supplement and/or amend the various Fiscal Year 2003 (current year) Town of Natick (hereafter “Town”) operating budgets. Specifically, the Finance Committee recommends two (2) budget/supplementations and two (2) budget amendments.

Concerning Item #1, the Finance Committee recommends that Town Meeting approve the additional funding for the Sassamon Trace Golf Course Budget Fiscal Year 2003 (FY03). The Finance Committee spent a tremendous amount of its time during this budget review cycle to understand the revenue shortfalls, based on current revenue projections, for FY03. Clearly there is a need to fund the anticipated shortfall due to the Town’s obligation under Massachusetts General Laws regarding “enterprise funds”.

The Finance Committee provided information regarding enterprise fund shortfalls at the time of Town Meeting’s initial approval of the Sassamon Trace Enterprise Fund. Any shortfall must be funded in the subsequent fiscal year. The Town administration anticipates the shortfall for FY03 to be up to \$288,000 (but possibly less). A majority of Finance Committee members voting on this matter agreed that it would be prudent to fund the account, as indicated above, so that the amount needed in FY04 to cover the FY03 shortfall is minimized. Therefore, by supplementing the \$200,000 recommended herein, the projected shortfall is estimated to be no more than \$88,000.

Concerning Item #2, the Finance Committee recommends that Town Meeting approve the additional funding for the Storm Water Master Plan project, which was approved at a prior

Town Meeting. The Finance Committee understands that the initial appropriation was \$300,000. However, as our contractors proceeded to map out our storm water system they identified many more storm water system extensions which were not on record. Therefore, to complete the GIS element of the project the Department of Public Works and Town Administrator are seeking additional funding. The source of these funds is from Water/Sewer Retained Earnings – funds that can only be spent on water/sewer activities.

Concerning Items #3 and #4, the Finance Committee recommends that Town Meeting approve the transfers to the requisite accounts. These funds from the Treasurer's – Banking Service are available due to the diligent efforts of the Town Assistant Treasurer and departmental staff to minimize or otherwise make more cost efficient regular collection services. Specifically, a reduced reliance on the use of lockbox services has made these funds available. We concur with the Town administration that \$4,000 be halved and appropriated to the operational staff overtime line items in the Collector and Utility Budgets (\$2,000 to each budget as indicated above).

The Finance Committee seeks Town Meeting's support for these budget amendments and supplementations.

Motion A:

VOTED BY MAJORITY, to authorize the sum of \$200,000 to supplement the Sassamon Trace Golf Course to further reduce the projected shortfalls for the remainder of Fiscal Year 2003. And that the sum of \$200,000 be raised from Free Cash

Motion B:

VOTED UNANIMOUSLY, to appropriate the sum of \$40,000 to be expended under the direction of the Director of Public Works to fund the Storm Water Master Plan project.

And that the sum of \$40,000 be raised from Water/Sewer Retained Earnings.

Motion C:

VOTED UNANIMOUSLY, to transfer the sum of \$4,000 from the Treasurer's Budget originally voted under Article 3 of the Annual Town Meeting of April 9, 2002 to the Collector's Operational Staff Overtime account in the amount of \$2,000 and the Utility Billing Operational Staff Overtime account in the amount of \$2,000.

ARTICLE 2
(Town Administrator)

To see what sum of money the Town will vote to raise and appropriate, or transfer from available funds, to supplement previous appropriations for the operation of the government of the Town of Natick for fiscal year 2003 (July 1, 2002 through June 30, 2003); or otherwise act thereon.

RECOMMENDATIONS: By a vote of 9-0-0 (March 11, 2003) the Finance Committee recommends FAVORABLE ACTION with regard to the subject matter of Article 2 and that the sum of \$410,000 be funded from FREE CASH:

Action	From	To	Amount
Other Financing Source	Free Cash	Replace Decrease in State Aid Projection	\$410,000

The purpose of this article is to appropriate funds to supplement Fiscal Year 2003 revenue or State Aid shortfalls (revenue projections) which would otherwise negatively affect operational budgets of the Town. As mentioned in the Finance Committee's cover letter to these Town Meeting Recommendations, State Aid was reduced for the current fiscal year - FY03.

The recommended \$410,000 from Free Cash was planned to be held for FY04 or FY05 Tax Levy and State Aid funding shortfalls. The Finance Committee understands and agreed with the Town Administrator, School Superintendent and School Committee that these reserve funds be used to fund State Aid shortfalls in the FY03 Budget. Furthermore, we understand that these funds were earmarked as the resource that would have funded Natick Public School salary and/or benefit increases for FY04.

Motion:

VOTED BY MAJORITY, to transfer the sum of \$410,000 from Free Cash to be used as an other financing source in the general fund for Fiscal Year 2003.

ARTICLE 3 (Town Administrator)

To determine what sum or sums of money the Town will appropriate and raise, or transfer from available funds, for the operation of the government of the Town of Natick, including debt and interest, and to provide for a reserve fund for Fiscal Year 2004 (July 1, 2003 to June 30, 2004), or take any action relative thereto.

RECOMMENDATIONS: By a vote of 13-0-0 (March 20, 2003) the Finance Committee recommends FAVORABLE ACTION with regard to the subject matter of Article 3 and the appropriation of the sum of \$86,886,522 to operate various Town departments during Fiscal Year 2004.

The purpose of this Article is to fund the operation of various Town of Natick departments for Fiscal Year 2004 (July 1, 2003 through June 30, 2004).

As summarized in the Finance Committee's cover letter, the Town met with many uncertainties early in the Fiscal Year 2004 budget process. Moreover, we may face even more uncertainties of a magnitude that no one can quantitatively predict or know with certainty today. Nevertheless, we feel that the Fiscal Year 2004 Budget recommendations are founded on sound fiscal principles and supported by an in-depth assessment of our anticipated expenses and revenues.

We do feel it is important to highlight a number of budgets, as we have deliberated thoroughly such budgets, and have made alterations to their original form. Please review the following summary overviews.

The Finance Committee seeks Town Meeting's support for the appropriations as summarized by local government sub-divisions, as indicated below.

Revenues and Free Cash:

Revenues: As the Finance Committee began the budget process, we were presented a revenue picture that showed a dramatic change from the previous year's estimated revenues from State Aid. As indicated in the our cover letter to this Report, State Aid was anticipated to decrease from the previous year's level as much as fifteen percent (15%). The Finance Committee and Town Administrator began with the assumption of that 15% decrease of State Aid. To that end, FY04's tax levy is supported with funds from Town reserve accounts. Specifically, we used \$2,696,506.00 from the current Free Cash Reserve, \$750,000.00 from the Stabilization Fund Account and \$900,000.00 from the Overlay Surplus Account – totaling \$4,346,506.00. Use of these funds, based on previous fiscal years' uses, is greatly increased due to the decrease in State Aid.

Notwithstanding the above, the Finance Committee reviewed the general estimated receipts and other available funds, to the extent that they are reasonably estimated based on past practices. That is to say, those estimates are conservative and realizable under the current economic paradigm.

Free Cash: First, we hope that Town Meeting members review the definitions in the back of this recommendation book, which include the definition of Free Cash.

We want to inform Town Meeting Members that the Town Administrator has laid a plan to utilize Free Cash as a "buffer" to any future State Aid decreases that may occur in Fiscal Year 2005. Therefore, any additional use of Free Cash for FY04 will diminish the FY05 use of Free Cash, among other reserve funds.

In addition, Town Meeting Members should be aware that use of reserve funds, especially Free Cash, for operating purposes negatively affects the following year's fiscal budget. Such could effect our financial well being to the extent that future appropriations of Free Cash would cause a negative "spiraling effect" to our future fiscal position. This will cause dire, negative fiscal positions that would be extremely hard, at best, to make up during fiscally stable times, and could cause future service cuts that could be devastating.

Education: The Education portion of our budget recommendation comprises two budgets – Natick Public Schools and South Middlesex Vocational School District – Keefe Technical School.

Keefe Technical School Budget: FY04 school enrollment of students from Natick has decreased by six (6). However, due to collective bargaining agreement increases (3%), increases in general and health insurances (17% and 15% respectively) and increases in utility costs estimates to be 21% (electricity cost increase of 31%), the Keefe Technical administrators and Keefe Technical School Committee have decreased budget line items such as equipment purchases and not filled vacant positions. The total increase, at this time, in the Keefe Technical Budget is \$41,000.00, based on FY03's appropriation.

Keefe Technical School representatives informed the Finance Committee that they constructed their FY04 budget based on a ten percent (10 %) decrease in Chapter 70 – State Aid. Currently, the Keefe Technical School representatives understand that the governor's proposed State Aid support regarding Keefe Technical School's Chapter 70 support and Transportation funds could decrease 40% and 50% respectively. These facts alone exemplify the tenuous nature of the FY04 State Aid support and Natick's contribution. To that end, Natick's contribution could increase to approximately \$1,400,000.00 from \$1,190,994.00, if there are no changes in the staffing, revenues and fees, and other fixed costs of the school.

Representatives from Keefe Technical School should be available to provide additional information regarding this request.

Natick Public Schools Budget: The Finance Committee was presented a recommended budget from the Town Administration that was approximately \$79,000.00 less than the initial budget requested by the Natick School Department. Unlike last fiscal year this divergence is relatively small. We understand that the School Committee and School Administration has resolved the \$79,000.00 by modifying their request. Discussion of the budget resolution should be available from Natick Public School officials.

As the Town's administrators were resolving the \$79,000.00 difference, the governor imposed a Section 9c cut of \$441,349 of which \$410,000.00 was cut from FY03 Lottery and Additional Assistance Aid. Collectively, the administrations and the Finance Committee fully anticipate that the FY03 decrease in State Aid to public schools will carry over into FY04.

The Finance Committee understands that the reduction of \$410,000.00 represents funds which were imbedded in the initial departmental request for salary increases. Thus, there is no funding in the current Natick School Budget for collective bargaining purposes.

The Finance Committee seeks Town Meeting members' support of the Finance Committee's \$33,898,552 FY04 Natick Public School Budget recommendation.

Public Safety: Natick Fire Department Budget: A recommendation from the Fire Chief and Town Administrator was discussed at great length due to requests for changes in staffing and increases in staff overtime. These matters constitute most of the increases of the Fire Department Budget (approximately 4% more than FY03). To that end, the Finance Committee voted a budget recommendation increasing staff overtime line items to a reasonable level for FY04.

Natick Police Department: The Police Chief and Town Administrator presented a budget which takes into account approximately two percent (2%) increase. This increase is due to small increases in staffing step changes, among other things. The Finance Committee voted a budget recommendation increasing such staffing costs for FY04.

Public Works Divisions: Excluding the Rubbish Collection Budget, the Public Works (PW) budgets represent less than one percent (1%) incremental increase over their collective FY03 budgets. However, one PW budget increased more the 1% - Rubbish Collection Budget (9.1% increase).

Rubbish Collection and Disposal Division: Two primary reasons constitute the 9.1% increase as indicated above. First, the implementation of a new, one-year contract with the provider of the Town's recycling services has resulted in a \$157,000.00 increase in the Recycling – curbside line item. The remaining increases are related to increases in staffing costs.

Health and Human Resources: Neighborhood Bus: The Finance Committee discussed with the Director of Community Development the proposed changes to the neighborhood Bus services, which will be presented to the Board of Selectmen for their approval. Details of the proposed changes are as follows:

Summary of Revised Recommendations

1. Provide a total of 98 hours of Natick Neighborhood Bus Service weekly, as follows:
 - a. On weekdays, from 7:00 AM to 9:00 AM, and from 4:30 PM to 6:30 PM, use one bus to provide service between the Natick Center Commuter Rail station and Natick Labs and Math Works, and between the Route 9/27 area and the station (total 20 service hours per week).
 - b. On weekdays, from 7:00 AM to 5:00 PM, use one bus to provide hourly loop route service (as shown) in one direction for a total of 10 hours per weekday (total 50 service hours per week). The 2:00 PM and 3:00 PM trips also will stop at Natick High School.
 - c. On weekdays, from 9:00 AM to 1:00 PM, use one bus to provide hourly loop route service in the opposite direction for a total of four hours per weekday (total 20 service hours per week).
 - d. On Saturday, from 8:00 AM to 4:00 PM, provide hourly loop route service in one direction (total eight hours per week).
2. Revise the van service to provide service through the Council on Aging for a total of 30 hours per week. It may be possible to supplement this service with the Recreation Department in the mornings with volunteer drivers.
3. Provide Transportation services for Town functions (Concerts on the Common and Thursday Open Kitchen
4. Fully utilize available taxi voucher services as well as the MBTA's RIDE service to provide mobility to those who need it.
5. Hire a part-time transportation coordinator to oversee these services and to serve as single point-of-contact for anyone needing available transportation; supplement this part-time position with contracted or volunteer personnel to provide at least eight hours of phone coverage per weekday.
6. Enhance revenues by considering a 50% fare increase, but only at least three months after implementation of service changes. Pursue other avenues of revenue, including advertising on vehicles, maps, or schedules. Explore additional fare options as well as increasing their availability.
7. Ensure adequate vehicle maintenance through the Natick Public Works Equipment Maintenance Division.

8. Implement a significant marketing program, including an updated web site, installation of bus Stop signs, and increased availability of schedules and maps.
9. Conduct an evaluation of the service changes after six months, and periodically thereafter, and continually consider prudent service modifications and expansion to capture additional ridership.
10. Institute an ongoing bus advisory task force.

Taking the above suggested changes to the operation of the Neighborhood Bus operations, the Finance Committee recommends the budget as provided to Town Meeting in this Report.

Parks & Recreation: The Finance Committee concurs with the changes made to the Parks & Recreation Budget, which is being presented to Town Meeting with a reduction of nearly \$15,000.00. The reductions in this budget are staffing changes and program supplies reductions or funding from alternative sources.

Human Services: The Finance Committee concurred with the Town Administrator's budget recommendation to reduce this department's salaries Management line item by one half of the FY03 appropriation. The Finance Committee gathered information regarding the services provided by this department and concluded that the Town Administrator's initiative to integrating some of these responsibilities into existing departments is a reasonable plan.

General Government: Assessing, Town Collector, Town Comptroller and Town Treasurers Departments: The Finance Committee was presented a plan to move existing or unfilled town staff and/or positions, and implement new staff positions in these departments. Movement of these positions in conjunction with staffing and operating practices changes saves the Town nearly \$85,000.00, when considering the four departments as a whole.

Selectmen Budget: After hearing issues with regard to Fire Department overtime, the Finance Committee moved \$35,000.00 from the Employee Fringe Benefits and Insurance Budget to the Selectmen Budget. This change is in lieu of conducting a Fire Department operational and facilities study under the direction of the Board of Selectmen.

Unclassified: Sassamon Trace Golf Course Enterprise Fund Town Meeting Members will note that this budget is only funded with \$400,000.00 (excluding the recommendation for \$278,715 for Sassamon Trace Golf Course Debt), not the Town Administrator's initial request of \$686,070.00.

To that end, we provide the following comprehensive report:

The Sassamon Trace Golf Course budget is a significant concern to the Finance Committee and the Town Administrator. The Sassamon Trace budget consists of two parts; 1) the operating budget and 2) the debt service budget.

- The operating budget consists of the course revenues and the operating expenses for the golf course.

- The debt service budget consists of the principal and interest on the bonds used to finance the construction of the golf course.

When originally contemplated and proposed to Town Meeting in 1996, expectations were and projections indicated that operating revenues would exceed operating expenses within three years and that net operating income would begin to contribute to and ultimately fund all of the principal and interest (debt).

In its opening year, Sassamon Trace failed to cover its operating expenses generating a net operating deficit. Projected operating deficits for FY 2004 in the Town Administrator's proposed budget are \$150,000. In addition to funding these amounts, the Town also funded approximately \$278,000 in principal and interest expense. Sassamon Trace is anticipated to continue to generate operating deficits and to require a complete debt service subsidy for FY 2004.

Although originally projected to have operating deficits for the initial 3-year period, serious concern exists about Sassamon Trace for the following reasons.

- First, the size of the operating deficits is larger than anticipated.
- Second, the general economic conditions prevailing when the decision to build the golf course was made have declined.
- Third, the fiscal outlook for the Town has changed substantially since the decision was made to construct and operate the golf course.
- Fourth, there are potential, though not yet definitive, indications that Sassamon Trace might not recover its debt service for an extended period of time, and that Sassamon Trace might not have reasonably been expected to have ever covered its debt service.
- Finally, Projections for Sassamon Trace may have been too optimistic from the start. Specifically, the Town Administrator indicated that Sassamon Trace may lack the capacity in terms of number of golf rounds to achieve its original projections.

Questions were raised by Finance Committee members regarding the level of monthly play and monthly expenses necessary to achieve the current total annual operating budget. Members expressed concern that the current level of monthly revenue required in peak months might not be sufficient to achieve the estimated annual budget. In response to questions from the Finance Committee, The Town Administrator indicated that it might take five to seven additional years for the golf course to cover its current operating expenses, and that longer term significant contributions from Golf course operations towards debt service may be partial or problematic.

Questions were also raised concerning some previous Golf Course payments and whether these payments were the responsibility of the Town or of the Golf Course management company. In response to questions, the Town Administrator outlined the nature of the Town's contractual commitments concerning the Golf Course. The Town is contractually obligated to fund the debt service, to continue

with the management contract through December 31, 2003, and to pay for the lease of the land in Sherborn on which five of the nine holes are located.

The Finance Committee also heard preliminary information concerning other communities and the ways in which the structure of their golf course management contracts differs from Natick's. Four key issues/questions emerged from the Finance Committee's consideration of the Sassamon Trace budget.

- First, has the course been operated consistent with the original projection and the terms of the original RFP?
- Second, what is the realistic short and long term projection of the Golf Course operations? Specifically, when might the Golf Course realistically be expected to contribute to its debt service and what is the magnitude and timing of operating deficits in the meantime?
- Third, what opportunities exist to restructure or re-bid the Golf Course operations?
- Fourth, how best does the Town either cut its loss, or otherwise expedite its recovery?

To address the questions and concerns about the Golf Course, the Town Administrator has decided to conduct an independent audit of the Golf Course expenditures and the consistency of the original projection with the management of the course and with the original RFP. Also, preliminarily the Town Administrator will be proposing to the Board of Selectmen that a special study committee consisting of members of multiple town boards be formed to evaluate the future direction of the Golf Course on a thorough but expedited basis and report to the Selectmen and/or Fall Town Meeting.

To those ends, by unanimous vote, the Finance Committee directed the Chair of the Finance Committee to request this course of action of the Board of Selectmen, and to have the outlines of this course of action available and presented to 2003 Annual Town Meeting.

After careful consideration of the Sassamon Trace Golf Course Budget and recognizing that the Town has contractual commitments, and that the Town's best course of action remains to be developed, the Finance Committee recommends funding the proposed Sassamon Trace Golf Course operating expense budget of \$686,070.00 to \$400,000.00 and place the remaining \$286,070.00, of the proposed operating budget, in the Reserve Fund. The Finance Committee also recommends funding the Sassamon Trace debt service budget of \$278,715.

The Finance Committee's recommendations on the operating and debt budgets are intended to allow for the continued operation of the Golf Course pending outcome of long term plan and to compel the development of a long term plan, by the Selectmen, for Fall Town Meeting.

Employee Fringe Benefit Insurance and Self Insurance: As it was evident in last fiscal year's budget preparation, increased costs of group health and life insurance are of concern. This is not an anomaly by any means. Towns and private enterprises are grappling with how to deal with such increased costs. We must maintain such line item funding in accordance with our contractual agreements and equitable support for non-contracted employees. In addition to such increased costs, pension costs are also rising, although at a slower rate than group health and life insurance costs. As mentioned above, this budget was reduced by \$35,000.00 to accommodate adding such to the Board of Selectmen Budget for a Fire Department study.

Reserve Fund: This year the Finance Committee has presented budget recommendations to Town Meeting members, which have been further reduced from last fiscal year's appropriation. In addition, the Finance Committee placed a sizable amount (\$286,070), which is the balance not recommended to be funded within the Sassamon Trace Golf Course Enterprise Fund. As a result, it is our best judgment that we must maintain a Reserve Fund Budget at the recommended level.

A motion was made by Frank Foss, seconded by Carol Gloff to remove, under Page B-5 Natick Public Schools, A. Salaries & B. Operating Expenses and to only have a total amount.

Voted by Majority, as amended.

Motion:

Move that the Town vote to appropriate the following sums for the operation of the government of the Town of Natick for Fiscal Year 2004 (July 1, 2003 to June 30, 2004). The funds are appropriated for the specific purposes indicated in each budget and are to be expended under the direction of the officials indicated (in parentheses after the budget category).

	<u>Budget Item</u>	<u>Responsible Official</u>	<u>Amount</u>
<u>Section A Education – Natick Public Schools</u>			
PAGE B5	Natick Public Schools	(School Committee)	
	C. Other		\$33,898,552

Section A1 Education – South Middlesex Regional Vocational School District

PAGE B5	South Middlesex Regional Vocational School District	(Board of Selectmen)	
	C. Other		\$ 1,190,994
Total Section A – Public Education			\$35,089,546

A motion was made by Jeff Phillips, seconded by Henry Haugland to amend Page B8 A. Salaries by increasing the amount by \$136,000. After a lengthy discussion on the reasons for the increase the AMENDMENT LOSES.

Section B – Public Safety

PAGE B6	Natick Emergency Management	(Fire Chief)	
	B. Operating Expense		\$ 1,100

PAGE B8	Natick Fire Department	(Fire Chief)	
	A. Salaries		\$ 5,102,764
	B. Operating Expense		172,875
			\$ 5,275,639
PAGE B10	Natick Police Department	(Police Chief)	
	A. Salaries		\$ 4 374,154
	B. Operating Expense		228,125
			\$ 4,602,279
PAGE B11	Street Lighting	(Town Administrator)	
	B. Operating Expense		\$ 301,000
	Total Section B – Public Safety		\$10,180,018

Section C – Public Works Divisions

PAGE B12	Administration	(Director Public Works)	
	A. Salaries		\$ 246,933
	B. Operating Expense		27,150
			\$ 274,083
PAGE B13	Public Building Maintenance		
	A. Salaries		\$ 301,276
	B. Operating Expense		975,903
			\$ 1,277,179
PAGE B14	Engineering Division		
	A. Salaries		\$ 229,620
	B. Operating Expense		13,400
			\$ 243,020
PAGE B15	Equipment Maintenance Division		
	A. Salaries		\$ 422,433
	B. Operating Expense		401,780
	C. Other		8,000
			\$ 832,213
PAGE B16	Highway Division	(Director Public Works)	
	A. Salaries		\$ 558,859
	B. Operating Expenses		182,150
	C. Other		150,000
			\$ 891,009
PAGE B17	Land Facilities & Natural Resources Division		
	A. Salaries		\$ 368,361
	B. Operating Expenses		107,915
			\$ 476,276
PAGE B18	Recycling Center Division		
	A. Salaries		\$ 77,572
	B. Operating Expenses		67,089
	C. Other		35,000
			\$ 179,661
PAGE 19	Rubbish Collection & Disposal Division		

A. Salaries	\$ 547,711
B. Operating Expense	135,170
C. Other	1,413,078
	\$ 2,095,959

Total Section C – Public Works \$ 6,269,400

Section D – Health & Human Services

PAGE B20	Public Health Services	(Board of Health)	
	A. Salaries		\$ 287,924
	B. Operating Expenses		23,000
	C. Other		15,000
			\$ 325,924
PAGE B21	Council on Aging	(Council on Aging)	
	A. Salaries		\$ 181,675
	B. Operating Expense		12,745
			\$ 194,420
PAGE B22	Neighborhood Bus	(Director Community Development)	
	A. Salaries		\$ 153,426
	B. Operating Expense		27,700
	C. Other		9,800
			\$ 190,926
PAGE B24	Parks & Recreation	(Superintendent Parks & Recreation)	
	A. Salaries		\$ 434,477
	B. Operating Expense		40,357
	C. Other		26,170
			\$ 501,004
PAGE B25	Human Services	(Director Human Services)	
	A. Salaries		\$ 35,972
	B. Operating Expense		15,660
			\$ 51,632
PAGE B26	Veterans Services	(Director Veterans Services)	
	A. Salaries		\$ 90,932
	B. Operating Expense		6,350
	C. Other		59,950
			\$ 157,232

Total Section D – Health & Human Services \$ 1,421,138

Section E – General Government

PAGE B29	Assessing Department	(Director of Assessing)	
	A. Salaries		\$ 294,070
	B. Operating Expense		52,800
	C. Other		80,000
			\$ 426,870

PAGE B30	Board of Selectmen	(Town Administrator)	
	A. Salaries		\$ 291,306
	B. Operating Expense		136,510
	C. Other		35,000
			\$ 462,816
PAGE B31	Community Development	(Director Community Development)	
	A. Salaries		\$ 479,025
	B. Operating Expense		31,780
			\$ 510,805
PAGE B32	Finance Committee	(Finance Committee)	
	A. Salaries		\$ 3,200
	B. Operating Expense		3,860
			\$ 7,060
PAGE B33	Information Technology	(Director Information Technology)	
	A. Salaries		\$ 272,297
	B. Operating Expense		230,600
	C. Other		279,045
			\$ 781,942
PAGE B34	Parking Enforcement	(Parking Clerk)	
	A. Salaries		\$ 32,904
	B. Operating Expense		37,600
			\$ 70,504
PAGE B35	Personnel Board	(Personnel Board)	
	B. Operating Expense		\$ 1,500
PAGE B36	Registrar of Voters	(Town Clerk)	
	A. Salaries		\$ 18,720
	B. Operating Expense		14,000
			\$ 32,720
PAGE B37	Weights & Measures	(Sealer Weights & Measures)	
	A. Salaries		\$ 12,346
	B. Operating Expense		1,150
			\$ 13,496
PAGE B38	Town Clerk	(Town Clerk)	
	A. Salaries		\$ 175,413
	B. Operating Expense		13,200
			\$ 188,613
PAGE B39	Town Treasurer	(Town Treasurer/Collector)	
	A. Salaries		\$ 117,138
	B. Operating Expense		70,450
			\$ 187,588
PAGE B40	Town Collector	(Town Treasurer/Collector)	
	A. Salaries		\$ 179,806
	B. Operating Expense		100,200
			\$ 280,006
PAGE B41	Town Comptroller	(Town Comptroller)	

	A. Salaries		\$ 217,289
	B. Operating Expense		6,750
			\$ 224,039
PAGE B42	Town Counsel	(Town Administrator)	
	B. Operating Expense		\$ 42,500
	C. Other		250,000
			\$ 292,500
PAGE B43	Town Report	(Town Administrator)	
	B. Operating Expense		\$ 4,500
	Total Section E – General Government		\$ 3,484,959

Section F – Commissions/Special Committees

PAGE B44	Natick Cultural Arts	(Cultural Arts Committee)	
	B. Operating Expense		\$ 700
PAGE B45	Commission for the Disabled	(Commission for the Disabled)	
	B. Operating Expense		\$ 1,300
PAGE B46	Historical Commission	(Historical Commission)	
	B. Operating Expense		\$ 1,000
PAGE B47	Historical District Commission	(Historical District Commission)	
	B. Operating Expense		\$ 500
	Total Section F Commissions/Special Committees		\$ 3,500

Section G – Unclassified

PAGE B49	Debt Service	(Town Administrator)	
	And Lease Purchase Obligations		
	C. Other		\$ 7,528,483
PAGE B50	Insurance – Employee Benefits	(Town Administrator)	
	B. Operating Expense		\$ 8,396,533
PAGE B51	Property & Liability Insurance	(Town Administrator)	
	B. Operating Expense		\$ 309,500
PAGE B52	Reserve Fund	(Finance Committee)	
	C. Other		\$ 536,070
PAGE B53	Contributory Retirement System	(Town Comptroller)	
	C. Other		\$ 3,701,400
PAGE B54	Non Contributory Pensions	(Town Comptroller)	
	A. Salaries		\$ 228,319

Total Section G – Unclassified

\$20,700,305

A motion was made by Jeff Phillips, seconded by Henry Haugland to amend Page B55 by decreasing B. Operating Expense to \$50,090 and to eliminate C. Other in its entirety. Again discussion took place as to the reason for the amendment.

A motion was made by Dight Crain, seconded by Joan Craig to move the question.
Voted Unanimously to move the question. AMENDMENT LOSES.

Section H – Enterprise Funds

PAGE B55	Sassamon Trace Golf Course	(Town Administrator)	
	B. Operating Expense		\$ 114,756
	C. Other		285,244
			\$ 400,000
PAGE B56	Sassamon Trace Golf Course Debt	(Town Administrator)	
	C. Other		\$ 278,715
PAGE B57	Sanitary Sewer & Collection	(Director Public Works)	
	A. Salaries		\$ 580,763
	B. Operating Expense		123,500
	C. Other		3,796,225
			\$ 4,500,488
PAGE B59	Water Supply & Distribution	(Director Public Works)	
	A. Salaries		\$ 685,470
	B. Operating Expense		702,850
	C. Other		236,000
			\$ 1,624,320
PAGE B61	Water & Sewer Debt Service	(Town Administrator)	
	C. Other		\$ 1,954,592
PAGE B62	Water & Sewer Fringe Benefits	(Town Administrator)	
	B. Operating Expense		\$ 292,276
	C. Other		529,421
			\$ 821,697
PAGE B63	Utility Billing	(Town Collector/Treasurer)	
	A. Salaries		\$ 78,114
	B. Operating Expense		79,730
			\$ 157,844
Total Section H – Enterprise Funds			\$ 9,737,656

And that the sum of \$86,886,522 be raised from the following sources:

Tax Levy of Fiscal Year 2004		\$73,572,235
Free Cash	1,608,000	

Enterprise Funds Revenue	9,555,750
Overlay Surplus	900,000
MBTA Contract Assistance	70,000
Parking Meter Revenue	50,000
Stabilization Fund	750,000
Title 5 Septic Tank Reserve	7,684
Cable Fees Receipts Reserved	24,674
Sale of Surplus Property	166,273
Water & Sewer Retained Earnings	181,906

A record of the Second Session of the
Annual Spring Town Meeting of 2003.

s/Jane M. Hladick
Town Clerk of Natick

ANNUAL SPRING TOWN MEETING
APRIL 10, 2003
THIRD SESSION

7:33 P.M. Meeting called to order by the Moderator who declared there was a quorum present.

Three town meeting members, who were not present on the 8th, were sworn-in.

ARTICLE 4
(Morse Institute Library)

To see what sums of money the Town will vote to raise and appropriate, or otherwise provide, for the maintenance and operation of the Morse Institute Library, for the Fiscal Year July 1, 2003 to June 30, 2004.

RECOMMENDATIONS: By a vote of 12-1-0 (February 11, 2003) the Finance Committee recommends FAVORABLE ACTION with regard to the subject matter of Article 4 and that the sum of \$1,342,915 be appropriated from the Tax Levy.

The purpose of this Article is to fund the operating budget for the Morse Institute Library for the Fiscal Year 2004 (July 1, 2003 through June 30 2004). The detailed budget line itemization can be found in Section B of this Finance Committee Recommendations Report (Report). Morse Institute Library administrators and/or representatives of the Morse Institute Library Board of Trustees should be available to provide additional information and/or answer questions.

The Finance Committee seeks Town Meeting's support for this appropriation.

A motion was made by Richard Sidney, seconded by Craig Ross to amend Article 4 to increasing the appropriation by \$15,600 and the source of funding is Free Cash.

Discussion with regard to this amendment centered on the Certification of the Library and the hours of operation plus what part the Bacon Free Library would play in this scenario. After a long debate the question was put to a vote.

A motion was made by Sebastian Grupposo, seconded by Charlene Foss to move the question.

VOTED BY DECLARED 2/3RD TO MOVE THE QUESTION ON THE AMENDMENT.

AMENDMENT LOSES.

Motion:

VOTED BY MAJORITY, to appropriate the sum of \$1,342,915 to be expended under the direction of the Morse Institute Library Board of Trustees for the operation of the Morse Institute Library, for the Fiscal Year July 1, 2003 to June 30, 2004.

And that the sum of \$1,342,915 be raised from the Tax Levy of Fiscal Year 2004.

ARTICLE 5
(Bacon Free Library)

To see what sum of money the Town will vote to raise, borrow or transfer and appropriate for the maintenance of the Bacon Free Library, or otherwise act thereon.

Recommendations:: By a the vote of 13-0-0 (February 11, 2003), the Finance Committee recommends FAVORABLE ACTION with regard to the subject matter of Article 5 and that the sum of \$84,497.00 be appropriated from the TAX LEVY.

The purpose of this Article is to fund the operating budget for the Bacon Free Library for the Fiscal Year 2003 (July 1, 2003 through June 30, 2004). The detailed budget line itemization can be found in Section B of this Report. Town Meeting may recall that the Bacon Free Library completed interconnection with the Minuteman Network for libraries. To that end, there is a decrease in cost items related to such interconnection. However, some of the increased costs in this budget's line itemizations are due to staff step increases, and heating and electricity cost increases. It warrants noting that the budget now shows a line itemization of "(\$6,450.00)", which represents an amount of funds provided by the library's trust for related capital improvements.

Motion:
VOTED BY MAJORITY, to appropriate the sum of \$84,497 to be expended under the direction of the Bacon Free Library Committee for the maintenance and operation of the Bacon Free Library for the Fiscal Year July 1, 2003 through June 30, 2004.

And that the sum of \$84,497 be raised from the Tax Levy of Fiscal Year 2004.

ARTICLE 6
(Town Administrator)

To see if the Town will vote to fix the salary and compensation of all elective officers of the Town of Natick for the fiscal year which begins on July 1, 2003 as provided by Section 108 of Chapter 41 of the General Laws, as amended.

RECOMMENDATIONS: By a vote of 10-0-0 (March 11, 2003) the Finance Committee recommends FAVORABLE ACTION with regard to the subject matter of Article 6 and that the salaries be set for the following Natick elective officials:

Natick Town Clerk	\$66,950.00
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The purpose of this article is to set the salaries of all elective officers of the Town. Natick has one such elective officer – Town Clerk. The Finance Committee recommends that Town Meeting approve the amount of \$66,950 for such salary.

Motion:

VOTED BY MAJORITY, to fix the salary and compensation of the following elective officer of the Town for the Fiscal Year beginning July 1, 2003, as provided by Section 108 of Chapter 41 of the Massachusetts General Laws.

Town Clerk	\$66,950.00
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ARTICLE 7
(Town Administrator)

To see if the Town will vote to appropriate and raise, or otherwise provide, a sum or sums of money as may be required for capital equipment for the various departments of the Town of Natick, or otherwise act thereon.

RECOMMENDATIONS: By a vote of 10-0-0 (March 11, 2003) the Finance Committee recommends FAVORABLE ACTION with regard to the subject matter of Article 7, and the sum of \$90,000 to be funded from FREE CASH for the following purposes:

<u>Department</u>	<u>Description</u>	<u>Amount</u>	<u>Funding Source</u>
Police	3-Police Cruisers & Other Related Electronic Accessories	\$90,000	Free Cash

The purpose of this article is to fund capital equipment purchases of the Town. Specifically, the Finance Committee is recommending that Town Meeting approve the appropriation request (\$90,000) for three (3) police cruisers, including other related electronic accessory equipment (in-vehicle computers).

Motion:

VOTED BY MAJORITY, to appropriate the sum of \$90,000 to be expended under the direction of the Police Chief and the Town Administrator for the purchase of capital equipment as follows:

Cruisers (3) With Electronic Accessories \$90,000

And that the sum of \$90,000 be raised from Free Cash.

ARTICLE 8
(Town Administrator)

To see if the Town will vote to appropriate and raise, or otherwise provide, a sum or sums of money to implement a Capital Improvement Program, to protect the physical infrastructure of the Town of Natick, or otherwise act thereon.

RECOMMENDATIONS: By a vote of 10-0-0 (March 11, 2003) the Finance Committee recommends FAVORABLE ACTION with regard to the subject matter of Article 8 and an appropriation in the amount of \$102,000 to be expended by the various department(s) for capital improvements. The funds are to be appropriated and expended as follows:

<u>Department</u>	<u>Description</u>	<u>Amount</u>	<u>Funding Source</u>
Board of Selectmen	Soil Containment & Remediation	\$102,000	Free Cash

The purpose of this article is to fund capital improvements of the Town. Specifically, the Finance Committee concurs with the Town administration's recommendation to fund one class of capital improvement – soil contamination and remediation. This recommendation is a continuation of previous appropriations primarily for soil remediation projects at Lilja School (\$50,000), Murphy Recreation Center (\$22,000), Natick District Courthouse (\$15,000) and Natick Department of Public Works (\$15,000).

Last year Town Meeting appropriated \$270,300 for similar purposes at the above locations among others (Bennett Hemenway School and Eliot School - Oil Tank replacement). These FY02 appropriations were the first in a five-year plan to remediate soil contamination on Town-owned properties. We are pleased to report that the Bennett Hemenway School and Eliot School projects are complete.

The continuation of this appropriation will maintain the Town's compliance with applicable rules, regulations and laws regarding such related environmental remediation projects.

Motion:
VOTED UNANIMOUSLY, to appropriate the sum of \$102,000 to be expended under the direction of the Town Administrator to remove and replace underground fuel storage tanks on town owned property.

And that the sum of \$102,000 be raised from Free Cash.

ARTICLE 9
(Town Administrator)

To see if the Town will vote to appropriate and raise, or otherwise provide, a sum or sums of money as may be required for the lease and/or repair of equipment for various departments of the Town of Natick, or otherwise act thereon.

RECOMMENDATIONS: The Finance Committee recommends NO ACTION with regard to the subject matter of Article 9.

The purpose of this article is to fund any equipment lease and/or repairs. As of the time of this writing, there are no such request(s) and thus no action is recommended by the Finance Committee.

Motion:
NO ACTION TAKEN WITH REGARD TO THE SUBJECT MATTER OF ARTICLE 9.

ARTICLE 10
(Commission on Disability)

To see if the Town will vote to appropriate and raise, or otherwise provide a sum of money for the purchase and installation of audio tactile push button walk signals at various intersections in Natick, curb cut and access route installation and repairs and to provide for disability awareness/educational materials to be used with the public and private sector or otherwise act thereon.

RECOMMENDATIONS: By a vote of 10-0-0 (March 11, 2003) the Finance Committee recommends FAVORABLE ACTION with regard to the subject matter of Article 10 and that the sum of \$3,800 be funded from Free Cash.

Each year Town Meeting funds certain capital improvement projects, among other things, that are funded from handicapped parking violation fines. The \$3,800 being requested is 50% of such fines collected in the previous fiscal year. If appropriated, these funds will provide curb cuts at certain locations in the Town, including curb cuts at Speen Street, Hartford Street and Mill Street. In addition these funds may be used for educational materials or efforts related to the Commission on Disability. Commission on Disability spokespersons should be available to elaborate on such funding uses.

Motion:

VOTED UNANIMOUSLY, to appropriate the sum of \$3,800 to be expended under the direction of the Commission for the Disabled for the purchase and installation of audio tactile push button walk signals at various intersections in Natick, curb cut and access route installation and repairs and to provide for disability awareness/educational materials to be used with the public and private sector.

And that the sum of \$3,800 be raised from Free Cash.

ARTICLE 11
(Town Administrator)

To see if the Town will vote to raise and appropriate, or otherwise provide such sums of money as may be required for the payment of unpaid bills of previous years, incurred by the departments, boards and officers of the Town of Natick, or otherwise act thereon.

RECOMMENDATIONS: The Finance Committee recommends NO ACTION with regard to the subject matter of Article 11.

The purpose of this article is to appropriate funds to pay unpaid bills from previous fiscal years. The Town Comptroller reported that there are no such unpaid bills, at this time.

Motion:

NO ACTION TAKEN WITH REGARD TO THE SUBJECT MATTER OF ARTICLE 11.

ARTICLE 12
(Council on Aging)

To see if the Town will vote to accept the provisions of Chapter 44, Section 53E 1/2 of the Massachusetts General Laws which allows towns to authorize separate revolving funds to which shall be credited receipts received in connection with the programs supported by such revolving fund. The Council on Aging would establish a revolving fund for a subsidized transportation program with receipts credited to this revolving fund, expended by the Council on Aging Director with the oversight by the Council on Aging and not to exceed \$15,000 expenditures in fiscal 2004.

RECOMMENDATIONS: By a vote of 10-0-0 (March 11, 2003) the Finance Committee recommends FAVORABLE ACTION with regard to the subject matter of Article 12.

Each year Town Meeting authorizes the establishment of revolving funds. This revolving fund is a "reauthorization" of an existing fund under the direction of the Council on Aging Director and administered by the Natick Council on Aging. This fund supports transportation user expenses of qualifying elderly persons. Also, this program has been administered for a number of years. Members of the Council on Aging should be available to answer questions and detail the transportation program.

Motion:

VOTED UNANIMOUSLY, to authorize the Council on Aging Director, with oversight by the Council on Aging, to expend up to and including \$15,000 during the fiscal year beginning July 1, 2003 for the purposes of operating a subsidized transportation program for senior citizens, pursuant to Chapter 44 Section 53E1/2 of the Massachusetts General Laws, from the revolving fund established by vote of the April, 1995 Annual Town Meeting under Article 27 for receipts received in connection with the subsidized transportation program.

ARTICLE 13
(Town Administrator)

To see if the Town will vote, pursuant to Chapter 44, Section 53E 1/2 of the Massachusetts General Laws, to establish a revolving fund in order to utilize fees paid to the Conservation Commission by applicants pursuant to the Natick Wetlands Protection By Law for the purpose of hiring consultants; to authorize the Conservation Commission to expend money from said revolving fund; to establish a limit of twenty-five thousand dollars (\$25,000) on the total amount which may be expended from such fund in the fiscal year 2004; or take any other action relative thereto.

RECOMMENDATIONS: By a vote of 8-0-0 (March 13, 2003) the Finance Committee recommends FAVORABLE ACTION with regard to the subject matter of Article 13.

Each year Town meeting authorizes the establishment of revolving funds. This revolving fund is a "reauthorization" of an existing fund for the use of the Natick Conservation Commission in accordance with the Natick By-Laws and the General Laws of the Commonwealth.

Motion:

VOTED UNANIMOUSLY, to authorize the Conservation Commission to expend up to and including \$25,000 during the fiscal year beginning July 1, 2003, in order to utilize fees paid to the Conservation Commission by applicants for the purpose of hiring consultants pursuant to Chapter 44 Section 53E1/2 of the Massachusetts General Laws, from the revolving fund established by vote of the October 2000 Fall Special Town Meeting #2 under Article 8.

ARTICLE 14
(Town Administrator)

To see if the Town will vote, pursuant to Chapter 44, Section 53E-1/2 of the Massachusetts General Laws, to establish a revolving fund to utilize money received from use of facilities at the West Suburban Arena, including without limitation rental charges, gate receipts and concession receipts, for the purpose of operation, maintenance and repair of the West Suburban Arena; to authorize the Board of Selectmen to expend money from such revolving fund; to determine a limit on the total amount which may be expended from such revolving fund in the fiscal year beginning July 1, 2003; or otherwise act thereon.

RECOMMENDATIONS: The Finance Committee recommends NO ACTION with regard to the subject matter of Article 14.

The purpose of this article is to establish a revolving fund for receipts received from the operation or use of the West Suburban Arena facilities. It was reported to the Finance Committee that the Town administration is not ready at this time to request the establishment of such fund under this article.

Motion:

NO ACTION TAKEN WITH REGARD TO THE SUBJECT MATTER OF ARTICLE 14.

ARTICLE 15
(Board of Assessors)

To see if the Town will vote to increase the Personal Exemption Amounts by 17.5% under the provisions of Chapter 126 of the Acts of 1988 which provides for "Optional Additional Property Tax Exemptions" allowing an annually determined, uniform increase in the amount of exemption in General Laws, Chapter 59 Section 5 Clauses 17D, 22, 22A, 22B, 22C, 22D, 22E, 37A, and 41C (elderly person, disabled veteran, or blind person).

RECOMMENDATIONS: By a vote of 10-0-0 (March 13, 2003) the Finance Committee recommends FAVORABLE ACTION with regard to the subject matter of Article 15.

The purpose of this article is to increase the personal exemption amount with regard to qualified taxpayers who meet elderly, disable veteran or blind person criterion, in accordance with Massachusetts General Laws.

Town meeting may remember that it increased the exemption for qualifying individuals last year from 12.5% to 15%. This year Town Meeting is asked to approve an additional increase

from 15% to 17.5% for such individuals. The Town administration estimated costs relative to action to be \$3,596.25 which will be funded from Overlay Account funds.

Motion:
VOTED UNANIMOUSLY, to increase the Personal Exemptions Amounts to 17.5%, as amended, under the provisions of Chapter 126 of the Acts of 1988 which provides for “Optional Additional Property Tax Exemptions” allowing an annual determined, uniform increase in the amount of exemption in General Laws, Chapter 59 Section 5 Clauses 17D, 22, 22A, 22B, 22C, 22D, 22E, 37A and 41C (elderly persons, disabled veteran or blind person).

ARTICLE 16
(Board of Selectmen)

To see if the Town will vote to amend the Town of Natick By-Laws by adding a new Article 32, which reads:

Open Space Advisory Committee

Section 1 Composition, Term of Office
There shall be an Open Space Advisory Committee consisting of seven members appointed by the Board of Selectmen. The Open Space Advisory Committee shall include one member of the Conservation Commission, one member of the Planning Board, one member of the Recreation and Parks Commission, and four at large members. Each person appointed to the Open Space Advisory Committee shall be a resident of the Town of Natick.

At the initial formation of the Open Space Advisory Committee the Board of Selectmen shall appoint three members to a three year term each, beginning July 1, 2003, two members to a two year term each, beginning July 1, 2003, and two members to a one year term each, beginning July 1, 2003. Thereafter each successor shall be appointed for a three year term.

Section 2 Powers and Duties
The Open Space Advisory Committee shall be an advisory body and a resource to the Board of Selectmen in carrying out the major goals outlined in the Natick Open Space and Recreation Plan and in revising the Natick Open Space and Recreation Plan as needed to comply with federal and Commonwealth of Massachusetts requirements and guidelines.

At lease once during each calendar year the Open Space Advisory Committee shall report to the Board of Selectmen regarding its activities.

Or otherwise act thereon.

RECOMMENDATIONS: By a vote of 9-1-1 (March 13, 2003) the Finance Committee recommends FAVORABLE ACTION with regard to the subject matter of Article 16.

The purpose of this article is to amend the Natick By-Laws and add a new Article 32, which would permit the formation and appointment, by the Board of Selectmen, of an Open Space Committee. The proposed Open Space Committee’s composition, powers and duties, and reporting requirements are delineated in the text of the article.

Members of the public spoke to the past performances and accomplishments of the Open Space Advisory Committee, which was constituted by the Board of Selectmen. The speakers also spoke to the future needs to continue such on an advisory basis with regard to the Natick Open Space and Recreation Plan. Proponents should be available to elaborate further on specifics of such advisory responsibilities.

A motion was made by Milton Gilbert, seconded by Robert Severence to refer the subject matter of Article 16 to the Planning Board and Board of Selectmen.

A lot of discussion took place concerning the importance of adding this new article to the By-Laws.

A motion was made by Tom Morris, seconded by Mary Brown to move the question.

VOTED BY DECLARED 2/3RD TO MOVE THE QUESTION.

On the referral motion. Referral Loses.

Motion:

VOTED BY MAJORITY, to amend its By-Laws as stated in the warrant article.

THE FOREGOING AMENDMENT TO THE TOWN BY-LAWS
APPROVED BY THE ATTORNEY GENERAL ON MAY 19, 2003.
POSTED IN ALL TEN PRECINCTS AND THE TOWN BULLETIN
BOARD AND IN THE TWO NATICK POST OFFICES ON MAY 27,
2003, ACCORDING TO MGL CHAPTER 40, SECTION 32.

ARTICLE 17
(Council on Aging)

To see if the Town will vote, pursuant to the provisions of Section 51 of Chapter 184 of the Acts and Resolves of 2002, to change the following factors in the provisions of Clause Forty-first C of

Section 5 of Chapter 59 of the Massachusetts General Laws by:

- 1) reducing the age of eligibility from 70 years to 65 years;
- 2) changing the real estate to which the exemption applies from four thousand dollars (\$4,000.00) of taxable value or the sum of five hundred dollars (\$500.00) whichever would amount in an exemption of the greater amount of taxes due, to eight thousand dollars (\$8,000.00) of taxable value or the sum of one thousand dollars (\$1,000.00), whichever would amount in an exemption of the greater amount of taxes due;
- 3) increasing the eligibility amount for preceding year gross receipts from all sources from less than thirteen thousand dollars (\$13,000.00) to not more than twenty thousand dollars (\$20,000.00) for an unmarried person and from combined gross receipts with spouse of not less than fifteen thousand dollars (\$15,000.00) to not more than thirty thousand dollars (\$30,000.00) for married persons;

- 4) increasing the eligibility requirement for whole estate, real and personal, from not in excess of twenty-eight thousand dollars (\$28,000.00) to not in excess of forty thousand dollars (\$40,000.00) for single persons and from not in excess of thirty thousand dollars (\$30,000.00) to not in excess of fifty-five thousand dollars (\$55,000.00) for married persons; and
- 5) increasing the whole estate exclusion for the value of real property occupied as the occupant's domicile from up to two (2) dwelling units in addition to the dwelling unit occupied by the applicant to up to three (3) dwelling units in addition to the dwelling unit occupied by the applicant;

or otherwise act thereon.

RECOMMENDATIONS: By a vote of 14-0-0 (March 20, 2003) the Finance Committee recommends REFERRAL TO THE TOWN ADMINISTRATOR AND COUNCIL ON AGING with regard to the subject matter of Article 17.

The purpose of this article is to change and/or accept certain factors related to tax abatements in accordance with Clause Forty-first C of Section 5 of Chapter 59 of the Massachusetts General Law. The changes being proposed are criteria that would be followed for the eligibility for certain aged and income leveled taxpayers, who would receive an abatement of Natick property taxes.

This local option would provide for five key changes specified in the Article itself. The Article would increase the exemptions and abatements for senior citizens from real property taxes. Exemptions and abatements are currently granted by the Assessor to any person who qualifies and files for such relief. These exemptions and abatements are not subject to annual action or appropriation of Town Meeting.

The Finance Committee heard information and testimony from the Town Administrator and Town Finance Director. The Town Administrator and the Finance Director provided a detailed analysis indicating that the potential cost to the Town would approximate \$500,000 per year in lost revenue. This estimate was based on Town census and real estate property tax assessment data and the most recent assessed values in the Town. This analysis estimated the effect of adopting all five provisions of the Article. The Finance Committee also requested input from the Council on Aging regarding the potential cost of adopting this article. The Council on Aging does not have an estimate at this time.

The Finance Committee was informed that the revenue lost from exemptions and abatements cannot be made up from either other residential taxpayers or commercial taxpayers within the Town under the limits of Proposition 2 and ½. While generally supportive of providing tax relief for seniors, the Finance Committee is clearly concerned about the potential cost to the Town especially in the current fiscal environment.

The Finance Committee was informed that local options such as this Article 17, if adopted by Town Meeting, cannot be undone by a subsequent vote of Town Meeting. Barring special permission of the Legislature, adoption of local option statutes, such as being proposed in

Article 17, is permanent. The Finance Committee also inquired as to whether the five provisions of the local option could a) be adopted separately or b) could be adopted with different age or dollar amounts that do not go as far as the Article 17. The Finance Committee was also informed that the provisions of Article 17 would not be available to eligible seniors until December 2003 after the assessed values and tax rate are set for the next calendar year.

To that end, the Finance Committee recommends referral to the Town Administrator and Council on Aging, so that sufficient review of financial impacts and economic conditions both current and future are considered more comprehensively, and that the matter be proposed under a future warrant article.

Motion:

VOTED BY MAJORITY, to refer the subject matter of Article 17 to the Town Administrator and the Council on Aging.

ARTICLE 18
(Council on Aging)

To see if the Town will vote to accept the provisions of Chapter 59, Section 5K of the Massachusetts General Laws, as amended by Section 52 of Chapter 184 of the Acts and Resolves of 2002, thereby increasing from five hundred dollars (\$500.00) to seven hundred fifty dollars (\$750.00) the maximum amount of reduction of a real property tax bill in a given tax year which may be granted to a person over the age of sixty (60) who provides volunteer services to the Town of Natick under the program established pursuant to Chapter 59, Section 5K of the Massachusetts General Laws; said increase to take effect in the fiscal year which begins July 1, 2003;

Or otherwise act thereon.

RECOMMENDATIONS: By a vote of 14-0-0 (March 20, 2003) the Finance Committee recommends REFERRAL TO THE TOWN ADMINISTRATOR AND COUNCIL ON AGING with regard to the subject matter of Article 18.

The purpose of this article is increase the total amount of real estate reduction that may be granted to residents over sixty years old, who provide volunteer services. Qualifying residents are currently limited to receiving a \$500.00 benefit when performing tasks for the Town in accordance with the provisions of the Board of Selectmen's related program, which is authorized under MGL 184, Section 52. This article seeks to increase the \$500.00 cap to \$750.00, but does not alter the criteria for the current program. If authorized by Town Meeting, this benefit or cap increase would become effective July 1, 2003. The Town currently provides a property tax work off program for certain eligible seniors. However, this Article does not seek funding for this increase.

The exact cost of this program would depend upon the number of persons volunteering under the program and the number of Town departments providing opportunities to serve. Finance Committee members asked questions as to whether the increase from \$500 to \$750 represented an increase in the amount per hour of service or represented an increase in the number of

hours for which an individual could receive benefit. The Finance Committee also sought to understand whether more seniors would benefit by expanding the number of persons who receive the \$500 benefit or by increasing the amount for the current participants to \$750 since the funding for this program is subject to annual action and appropriation by Town Meeting.

Based on data provided to the Finance Committee during its hearing, the committee raised questions about the implementation and financial impact that the program would have. Taking into account these uncertainties, the committee is recommending that the matter be referred to the Town Administrator and the Council on Aging, so that additional data can be provided for future consideration.

Motion:
VOTED BY MAJORITY, to refer the subject matter of Article 18 to the Town Administrator and the Council on Aging.

ARTICLE 19
(Charter & By-Law Review Committee)

To see if the Town will vote to amend Article 90 of the Town of Natick By-Laws so that the language will apply to any amendment of the By-Laws and not just to the substitution of a complete new set as was done in 1967.

Rewrite Article 90 in its entirety so that it now reads as follows:

ARTICLE 90
TRANSITIONAL PROVISIONS

Section 1 Previous Actions Not Affected

The adoption or repeal of any by-law or portion of a by-law shall not affect any act done, any right accrued, any penalty or liability incurred, or any suit, prosecution, or proceeding pending at the time of taking effect.

Section 2 Time of Taking Effect

The adoption or repeal of any by-law or portion of a by-law shall take effect when it is approved and published as required by statute.

RECOMMENDATIONS: By a vote of 14-0-0 (March 20, 2003) the Finance Committee recommends INDEFINITE POSTPONEMENT with regard to the subject matter of Article 19. The purpose of this article is to amend Article 90 of the Town of Natick By-Laws – Transitional Provisions, having the effect of including any amendment of the By-Laws of the Town. This article is similar to one provided to the Finance Committee last fall. At that time, the committee recommended referral to the Charter and By-Law Review Committee and Town Counsel, which was approved by Town Meeting. Town Counsel did advise Town Meeting Members as follows:

“Article 56 of the warrant would repeal Article 90 of the By-Laws. Although this By-Law article may appear to be moot, I recommend that it be retained if the intent is to apply to By-Law amendments as well as to the original enactment of the By-Laws.” (Finance Committee Recommendation Report 2002 Fall Town Meeting)

Even though the above statement seems to concur with this article’s intended amendment, the Finance Committee unanimously recommends indefinite postponement at this time, with regard to the subject matter of this article.

A motion was made by Linda Wollschlager, seconded by Henry Haugland for a positive motion on Article 19 as printed.

Motion:

COUNTED VOTE: 70 YES, 40 NO TO INDEFINITELY POSTPONE THE SUBJECT MATTER OF ARTICLE 19.

A record of the Third Session of the
Annual Spring Town Meeting of 2003.

s/Jane M. Hladick
Town Clerk of Natick

ANNUAL SPRING TOWN MEETING
APRIL 15, 2003
FOURTH SESSION

7:35 P.M. Meeting called to order by the Moderator who declared there was a quorum present.

Town Meeting Member, John Blanchard, was sworn in.

ARTICLE 20
(Town Moderator)

To see if the Town will vote to amend Article 23 of the Town of Natick By-Laws in order to clarify or change eligibility for membership on the Finance Committee.

RECOMMENDATIONS: By a vote of 8-6-0 (March 20, 2003) the Finance Committee recommends FAVORABLE ACTION with regard to the subject matter of Article 20.

The purpose of this article is to amend Article 23 of the Natick By-Laws – THE FINANCE COMMITTEE. Specifically, the proponent seeks to amend the current text of Section 1 – Composition, Term of Office. The Finance Committee studied the matter and jointly with the proponent developed amended text for Town Meeting Members' consideration.

As Town Meeting Members may remember, this matter was referred last fall for further consideration. Issues such as Finance Committee Members' participation on other appointed town committees and/or boards, removal from the Finance Committee due to appointment or nomination to a "Town Office" and exemptions to other "Town Offices" were taken into consideration. We provide a "redlined" version below for your perusal to illustrate such recommended changes:

Section 1 Composition, Term of Office

There shall be a Finance Committee, consisting of fifteen (15) citizens of the Town, ~~other than Town Officers, appointed or elected,~~ appointed by the ~~The Town~~ Moderator shall appoint ~~five (5) members each year for a term~~ of three (3) years, ~~the terms of said members to expire on the first day of~~ beginning May 1, so arraigned that five (5) members are appointed each year. Persons holding an elective Town office, except Town Meeting member or constable, and those serving on appointed committees or boards that have responsibility for issuing permits, approving expenditure of funds, or exercising final authority over any matter are not eligible to be Finance Committee members. Finance Committee members may serve on committees that advise decision-making Town agencies or Town Meeting. No Finance Committee member shall serve for more than four (4) terms of a total of twelve ~~(12)~~ years. Any member of said Committee who ~~shall file~~ for any Town elective office except that of Town Meeting or constable shall cease to be a member of said Committee. ~~, or who shall be appointed to any Town Office except that of a member of a bargaining committee or of the Industrial Council, shall forthwith upon his qualification in such office if appointive or upon such~~

filing if elective, and any member who shall remove from the Town shall upon such removal cease to be a member of said Committee. Members may resign by sending a notice of resignation to the Finance Committee chairman, the Town Moderator, and the Town Clerk; and they shall resign when they are no longer eligible to be Finance Committee members.

In the Finance Committee hearings on By-law changes last fall, the Finance Committee was informed by the Moderator that the existing language in the By-law would preclude Finance Committee members from serving on ad hoc, special, advisory, or study committees of the Town. Town Counsel has informed the Finance Committee that the By-law is open to this interpretation and that no case law or statute prevents this interpretation.

The Town has a history of Finance Committee members serving on such advisory committees including: the Middle School Task Force, the Middle School Building Committee, the High School Building Study Committee, the Downtown Complex Building Committee, the Pay as You Throw Task Force, the Split Tax Rate Study Committee, the Charter and By-law Review Committee and the AQV/Country Club Study Committee. The consensus of the Finance Committee is that the Town is well served by this participation.

Although the Town Moderator, as the appointing authority for the Finance Committee, has not yet acted either to request Finance Committee members to resign from such special committees of the Town or to remove persons who currently serve on such special committees from the Finance Committee, concern exists about the clarity of the By-law and the future ability of Finance Committee members to serve on such special or advisory Town committees after Spring Town Meeting.

A majority of the Finance Committee recommends the changes outlined above to address this problem and to allow persons as constable to serve on the Finance Committee. A majority of the committee member believe that the changes to the By-law achieve this objective and keep important requirements such as elective office (other than Town Meeting Member) as incompatible with Finance Committee membership. The majority believes that the clarification in the proposed changes also maintains an important requirement that persons on appointed committees or boards which either a) issue permits (such as the ZBA or Conservation Commission), b) approve expenditure or use of funds (such as Personnel Board or Conservation Commission) or c) exercise final authority or any matter (such as ZBA) cannot be Finance committee members. The majority requests approval of Town Meeting on these proposed changes so that appointments or re-appointments to the Finance Committee, which must be made by May 1st, can be made with both clarity and consistency with the Town's By-laws.

A minority of 6 committee members recommended referral to the Finance Committee to consider this Article in greater depth. The minority agrees that the Town has been well served by Finance Committee members participating in special, advisory or ad hoc study committees of the Town and that this practice should be allowed to continue. However, the minority believes that the wording of the proposed changes does not accomplish the intended purpose and that further analysis is necessary.

Specifically, the minority notes the following as problems. First, the proposed change makes only elective office or membership on certain appointed committees or boards reasons for ineligibility. Individual appointed offices such as Town Administrator, Deputy Town Administrator, etc are not precluded by the proposed change. Further, persons who are appointed to elected boards or committees because of vacancies on those boards or committees appear to be eligible for continuation on the Finance Committee. Vacancies on elected boards periodically occur and are filled through an appointment process until the next Town election.

For example, as recently as 1999, a sitting Finance Committee member was appointed to fill such a vacancy on the School Committee. Under such circumstance is the office appointed or elected for the purposes of the proposed By Law change? Under the current By Law, cessation from Finance Committee membership is automatic for either appointment to individual Town office or appointment to any office including appointment to a vacancy on an elected board.

The existing By-law also provides that any person who “removes” from the Town (i.e. moves to another town) automatically ceases to a Finance Committee member. The proposed change would instead require their resignation. Admittedly, the Town Moderator as the appointing authority could follow the process in the Charter to remove such a person. However, automatic removal for ceasing to be a citizen of the Town is preferable. The proposed change also complicates the resignation process. The proposed change would require that the notice of resignation be sent to the Finance Committee Chair, the Town Moderator, and the Town Clerk. Resignation to the Town Moderator and not three people should be sufficient. Finally, the proposed change has an inherent conflict. The proposed change would prohibit anyone from serving on the Finance Committee who serves on any appointed committee or board that approves expenditure of funds

However, the entire Finance Committee approves the expenditure of funds from the Reserve Fund. For these and other reasons, the minority does not support the proposed change.

Town Meeting members should note that members of both the majority and the minority opinion have agreed to develop language before Town Meeting commences, which hopefully will accomplish the purpose of the proposed changes and address the objections and concerns of the minority while taking into account the tenants of the majority opinion.

A motion was made by Frank Foss, seconded by Carol Gloff to amend the motion with 3 corrections.

The Article number being amended is Article 23 not Article 20. The word in the second paragraph (so arraigned) should be (so arranged). And the in the third line from the bottom should read (that of Town Meeting Member).

AMENDMENT CARRIES.

A motion was made by Milton Gilbert, seconded by Richard Jennett to amend the fifth line from the bottom (shall serve for more than four (4) terms “or” not of.

AMENDMENT CARRIES UNANIMOUSLY.

A motion was made by Jeff Phillips, seconded by Fred Coburn to amend the substitute motion by deleting the sentence that begins "Any member of said committee who files for any elective town office".

A motion was made by Robert Allen, seconded by Richard Sidney to refer Article 20 to the Finance Committee, Moderator and Board of Selectmen.

A motion was made by Tom Morris, seconded by Robert Severance to indefinitely postpone the subject matter of Article 20.

A motion was made by Richard Sidney, seconded by Sebastian Grupposo to move the question with regard to referral.

VOTED BY DECLARED 2/3RD TO MOVE THE QUESTION ON REFERRAL.

REFERRAL LOSES BY MAJORITY.

A motion was made by Frank Foss, seconded by Paul Griesmer to lay the first Article 20 on the table.

TABLING MOTION CARRIES UNANIMOUSLY.

A motion was made by Frank Foss, seconded by Paul Griesmer offering a substitute motion to delete the fourth sentence beginning "Any member of said committee who files for any elective office ".

A motion was made by Herb Kupchik, seconded by Joan Craig to amend the substitute motion in the last sentence change "shall give written notice" to read "shall notify the Town Moderator of the appointment".

A motion was made by Richard Sidney, seconded by Julian Munnich to vote on both amendments separately.

VOTED UNANIMOUSLY, to take the amendments separately.

A motion was made by Tom Morris, seconded by Josh Ostroff to move the question.

VOTED BY DECLARED 2/3RD TO MOVE THE QUESTION.

The amendment in the substitute motion offered by Mr. Kupchik. LOSES.

A motion was made by Richard Sidney, seconded by Mel Albert to amend the fifth sentence to insert after the word "notify" the following words "within 30 days".

AMENDMENT LOSES.

The amendment in the substitute motion offered by Mr. Foss LOSES.

VOTED BY MAJORITY on the substitute amendment.
INDEFENITE POSTPONEMENT LOSES

Motion:
VOTED BY MAJORITY, to amend the Town of Natick By-Laws, Article 23, Section 1 – Composition, Term of Office by removing the existing text and inserting in its place the following text:

There shall be a Finance Committee, consisting of fifteen (15) citizens of the Town appointed by the Town Moderator for terms of three (3) years beginning May 1, so arranged that five (5) members are appointed each year. No Finance Committee member shall serve for more than four (4) terms or a total of twelve (12) years. Persons holding an elective Town office, except Town Meeting member or constable shall cease to be a member of said committee. Persons serving as appointed Town officers with responsibility for issuing permits, approving expenditure of funds, or exercising final authority over any matter and those persons serving as member of other Town committees or boards with like responsibility are not eligible to be Finance Committee members.

Finance Committee members who no longer meet the eligibility requirements shall resign by giving written notice to the chairman of the Finance Committee, who in turn shall notify the Town Moderator and Town Clerk. Finance Committee members may serve on appointed committees that advise Town Meeting or decision-making Town agencies, as that term is defined in the Charter, Section 7-7. The Finance Committee member shall give written notice to the Moderator.

THE FOREGOING AMENDMENT TO THE TOWN BY-LAWS
APPROVED BY THE ATTORNEY GENERAL ON MAY 19, 2003.
POSTED IN ALL TEN PRECINCTS AND THE TOWN BULLETIN
BOARD AND IN THE TWO NATICK POST OFFICES ON MAY 27,
2003, ACCORDING TO MGL CHAPTER 40, SECTION 32.

ARTICLE 21
(Town Moderator)

To see if the Town will vote to amend Article 1 of the Town of Natick By-Laws in order to change the requirement to publish the full text of the warrant in a newspaper and substitute instead a list of the topics on the warrant or a concise summary of the warrant or a notice where the full text of the warrant may be obtained; or, alternatively, to eliminate the requirement to publish anything in a newspaper.

RECOMMENDATIONS: By a vote of 10-0-0 (March 20, 2003) the Finance Committee recommends REFERRAL TO THE TOWN ADMINISTRATOR with regard to the subject matter of Article 21.

The purpose of this article is to amend the Natick By-Laws, so that the publication requirements are altered from publishing the entire warrant in a newspaper, among other requirements. The Finance Committee could not come to a consensus as to the proper method and/or content

of such notifications for Town Meeting. As Town Meeting Members may remember, last fall an article sought to include another requirement for publication on the Town's web site. That article was referred so that the Town Administrator, among others, could further review notification requirements. Referral of the subject matter of Article 21 will allow it to be considered in conjunction with the earlier referred matter.

Motion:

VOTED UNANIMOUSLY, to refer the subject matter of Article 21 to the Town Administrator.

ARTICLE 22
(Town Moderator)

To see if the Town will vote to amend Article 3 of the Town of Natick By-Laws in order to allow debate on the motion to dissolve when there is unfinished business at Town Meeting.

RECOMMENDATIONS: By a vote of 11-3-0 (March 20, 2003) the Finance Committee recommends INDEFINITE POSTPONEMENT with regard to the subject matter of Article 22. The purpose of this article is to amend the Natick By-Laws, Article 3, Section 11 – Review of Unfinished Business and Section 12 – Motions for the Previous Question. Specifically, the proponent sought to provide an amendment to this By-Law so that Town Meeting may debate a motion to dissolve, when unfinished business remains.

The Finance Committee heard public input supporting both pro and con positions regarding this proposed change. After proponents raised reasons based on their past procedural experiences why such an amendment should be approved and opponents substantiated not changing the By-law citing the general practices of Town Meeting indicated in Town Meeting Times, among other publications, the Finance Committee recommended not to change this procedural practice of Town Meeting.

Motion:

VOTED BY MAJORITY, to indefinitely postpone the subject matter of Article 22.

ARTICLE 23
(Town Administrator)

To see if the Town will vote to accept Stillman Circle and appurtenant easements as laid out and filed with the Town Clerk, and as shown on the street acceptance plan on file with the Town Clerk.

RECOMMENDATIONS: By a vote of 10-0-0 (March 13, 2003) the Finance Committee recommends FAVORABLE ACTION with regard to the subject matter of Article 23.

The purpose of this article is to accept a specific street, including related easements as such have been appropriately filed with the Town. It was reported to the Finance Committee that Stillman Circle is now complete, in accordance with such plans. Also, the committee understands that the Natick Board of Selectmen (5-0), Stillman Circle residents and Natick Planning Board are all in favor of this request.

Motion:

VOTED BY MAJORITY, to accept Stillman Circle and appurtenant easements as laid out and filed with the Town Clerk, and as shown on the street acceptance plan on file with the Town Clerk.

ARTICLE 24
(Board of Selectmen)

To see if the Town will vote to authorize the Board of Selectmen to convey all or a portion of the Eliot School property, which property is shown on the Natick Assessors' Maps as Map 63, Lot 1; to determine the minimum consideration which shall be paid for such conveyance; to determine what conditions and restrictions shall apply to said conveyance; or otherwise act thereon.

RECOMMENDATIONS: The Finance Committee recommends NO ACTION with regard to the subject matter of Article 24.

The purpose of this article is to provide authorization to the Natick Board of Selectmen so that it may convey real property known as the Elliot School. It was reported to the Finance Committee that the Natick Board of Selectmen is seeking no action with regard the subject matter of this article.

A motion was made by Carol Gloff, seconded by Frank Foss for the following main motion.

Motion:

Move that the Town authorize the Board of Selectmen to convey all or a portion of the Eliot School property, which property is shown on the Natick Assessor's Maps as Map 63, Lot 1 subject to the following conditions: (1) the minimum consideration for the conveyance shall be one million, two hundred thousand dollars (\$1,200,000.00), in cash, land with an equivalent value thereto, or any combination thereof; and (2) no conveyance shall occur without prior approval by Natick Town Meeting of the terms, conditions and restrictions of said conveyance.

A great deal of discussion took place regarding the property such as:

Would there be an option to lease? Would the Town have to pay for any contamination on the property? What implications would occur if the property was not conveyed, etc.

A motion was made by Thomas Townsend, seconded by Sebastian Grupposo to move the question.

VOTED BY DECLARED 2/3RD to move the question.

VOTED BY DECLARED 2/3RD ON THE MOTION AS PRINTED ABOVE.

ARTICLE 25
(Board of Selectmen)

To hear and act upon the reports of the several Town officers and reports of committees authorized by vote of any further Town Meeting and to authorize a sum of money for the purpose thereof.

RECOMMENDATIONS: The Finance Committee recommends NO ACTION with regard to the subject matter of Article 25.

The purpose of this article is to hear and/or act upon reports of any committee that Town Meeting may have established.

Motion:

NO ACTION TAKEN WITH REGARD TO THE SUBJECT MATTER OF ARTICLE 25.

A motion was made by Frank Foss, seconded by Carol Gloff to dissolve.

9:10 P.M. VOTED BY DECLARED 2/3RD TO DISSOLVE.

A record of the Fourth and Final Session of the
Annual Spring Town Meeting of 2003.

s/Jane M. Hladick
Town Clerk of Natick

WARRANT
FOR
ANNUAL TOWN MEETING

MARCH 25, 2003

THE COMMONWEALTH OF MASSACHUSETTS

Middlesex, ss

To Any Constable of the Town of Natick in said County:

Greeting:

In the name of the Commonwealth of Massachusetts you are hereby required to notify the qualified voters of the said Town of Natick to meet:

The voters of Precinct 1	in Kennedy Middle School
The voters of Precinct 2	in Cole Recreational Bldg.
The voters of Precinct 3	in Kennedy Middle School
The voters of Precinct 4	in Wilson Middle School
The voters of Precinct 5	in Wilson Middle School
The voters of Precinct 6	in Lilja School
The voters of Precinct 7	in Lilja School
The voters of Precinct 8	in Natick High School
The voters of Precinct 9	in Morse Institute Library
The voters of Precinct 10	in Memorial School

TUESDAY MARCH 25, 2003

AT 7:00 O'clock A.M. at which time in all Precincts of said Town of Natick, the polls will be opened and will remain open continuously until 8:00 O' Clock P.M. of said day, when they will be closed, during which time the aforesaid qualified inhabitants of said Town may bring in their votes to the Election Officers duly appointed and sworn for said Precincts for said Town of Natick in said meeting so assembled for and to elect: One Constables for one years; One Selectmen for Three years; One Assessor for Three years; Two School Committee Members for Three years; One Member Board of Health for Three years; One for Two years; Two Recreation & Parks Commission; for a Three year term; One for a Two year term; One member Planning Board, for a Five year term, One Member Natick Housing Authority for a Five year term; Five Members Morse Institute Library for a Five year term; In addition, SIXTY TOWN MEETING MEMBERS Precinct 1, Six for 3 years, three for two years; Four for one year; Precinct 2 through Precinct 6, Six for 3 years; Precinct Seven, Six for 3 years; Two for two years; Precinct 8 Six for 3 years; One for One year; Precinct 9, Six for 3 years; Two for two years; Precinct 10, Six for 3 years. Also to answer Yes or No to the following questions.

QUESTION 1

Shall this Town approve the Charter Amendment proposed by vote of the October, 2002 Natick Annual Town Meeting under Article 24, summarized below?

SUMMARY

A positive vote would amend the Natick Home Rule Charter ("the Charter") as follows:

1. The proposed amendment would delete a provision about dividing the town into convenient voting precincts. The effect of the amendment would be that the Charter would incorporate applicable law regarding the division of the Town of Natick into voting precincts.
2. A section of the Charter indicates when the Board of Selectmen shall review and wholly or partially revise the boundaries of voting precincts. The proposed amendment would add the following sentence to that section: "Any such revision shall be carried out in accordance with the time line described in Section 6 of Chapter 54 of the General Laws."
3. The Charter contains a provision regarding when the Board of Selectmen shall file a report following any revision of precincts, to whom the report shall be filed, and what shall accompany the report; regarding posting of notice of any revision of precincts; and regarding notice to the Secretary of the Commonwealth regarding any revision of voting precincts. The proposed amendment would eliminate this language. As a result, this subject matter would be governed by statute.
4. The Charter requires nomination papers for the office of town meeting to be filed with the Town Clerk at least twenty-eight (28) days preceding the date of town election. The proposed amendment would change "twenty-eight days" to read "thirty-five (35) days".
5. The Charter requires nomination papers for elective office to be filed with the Town Clerk no later than 5:00 P.M. on the twenty-first day preceding the preliminary election. The proposed amendment would change "twenty-first day" to read "thirty-fifth day".

QUESTION 2

Shall this Town approve the Charter Amendment proposed by vote of the October, 2002 Natick Annual Town Meeting under Article 33, summarized below?

SUMMARY

A positive vote would amend the Natick Home Rule Charter ("the Charter") as follows:

1. The proposed amendment would delete provisions about the process for appointment of a Town Administrator and the qualifications of the Town Administrator. The effect of the amendment would be that this subject matter would be governed by the Natick By-Laws.
2. The Charter provides that "The Board of Selectmen shall make the appointment of a Town Administrator from a list prepared by a screening committee of the Town". The proposed amendment would change that sentence to read "The Board of Selectmen

shall make the appointment of a Town Administrator from a list prepared by a screening committee in accordance with procedures and qualifications established by by-law."

3. The proposed amendment would amend Article 4 of the Charter, entitled "Town Administrator", by changing the title of Section 4.1 from "Appointment, Term of Office" to "Appointment, Review, Other Activities", and by adding titles for each of the subsections of Section 4.1.
4. The proposed amendment would delete a provision regarding appointments by the Town Administrator. The effect of the amendment would be that appointments made by the Town Administrator would be governed by the Natick By-Laws.
5. The proposed amendment would change the words "by law" to read "by-laws" in a sentence of the Charter regarding the Town Administrator, so that said sentence shall read: "He shall appoint and may remove, subject to the civil service law and any collective bargaining agreements as may be applicable, all department heads, all officers, subordinates and employees for whom no other method of selection is provided by charter or by-laws, except for persons serving under officers and multiple member bodies directly elected by the voters of Natick."
6. The proposed amendment would delete a provision of the Charter which provides a procedure for a mediation conference among town agencies and the Board of Selectmen before any town agency becomes a party to any legal proceeding involving another town agency. The effect of this amendment would be that the subject matter would be governed by a similar provision in the Natick By-Laws.

QUESTION 3

Shall this Town approve the Charter Amendment proposed by vote of the October, 2002 Natick Annual Town Meeting under Article 34, summarized below?

SUMMARY

A positive vote would amend the Natick Home Rule Charter ("the Charter") as follows:

1. The proposed amendment would change the Charter to refer to a five member Board of Selectmen, rather than a three member Board of Selectmen, elected for staggered terms of three years each.
2. The proposed amendment would delete the words "the observance of the Lord's Day" from a sentence of the Charter regarding constables so that said sentence would read:

"They shall take due notice of and prosecute all violations of law respecting profane swearing and gaming."
3. The proposed amendment would insert the words "resignation or" between the words "by reason of the" and "death", in a provision of the Charter regarding the Board of Trustees of the Morse Institute Library, so that said provision would read:

"In case a vacancy shall happen in said board by reason of the resignation or death of any of its members, or their removal from the town, it shall be filled at the next annual town election, and until such vacancy is filled, the remaining members shall have and exercise all of the powers of the full board."

4. A subsection of the Charter reads in part:

"Powers and Duties
Treasurer:

The treasurer receives all money belonging to the town, and expends and accounts for it according to the order of the town or its authorized officers. No other person has authority to pay any bill of any municipal department."

The proposed amendment would delete the second sentence of that subsection.

QUESTION 4

Shall this Town approve the Charter Amendment proposed by vote of the October, 2002 Natick Annual Town Meeting under Article 35, summarized below?

SUMMARY

A positive vote would amend the Natick Home Rule Charter ("the Charter") as follows:

Article 4, Section 4-3(c) of the Charter reads:

"Powers and Duties - The powers of a temporary or acting town administrator, under (a) or (b) above, shall be limited to matters not admitting of delay and shall include authority to make temporary, emergency appointments or designations, to town office or employment, but no appointments or designations of a permanent nature."

The proposed amendment would change Article 4, Section 4-3(c) of the Charter to read:

"Powers and Duties - The powers of a temporary or acting town administrator, under (a) or (b) above, shall be limited to matters not admitting of delay and shall include authority to make appointments or designations to town office or employment, except that, for positions reporting directly to the town administrator, only an acting appointment or designation shall be made."

QUESTION 5

Shall this Town approve the Charter Amendment proposed by vote of the October, 2002 Natick Annual Town Meeting under Article 39, summarized below?

SUMMARY

A positive vote would amend the Natick Home Rule Charter ("the Charter") as follows:

Article 3, Section 3-12 of the Charter concerns the Recreation and Human Services Commission. The proposed amendment would result in the following changes to Article 3, Section 3-12 of

Commission. The proposed amendment would result in the following changes to Article 3, Section 3-12 of the Charter:

The Commission would be identified as the Recreation and Parks Commission rather than the Recreation and Human Services Commission.

The director of recreation and human services would be identified as the superintendent of the recreation and parks department.

The Commission would advise the town administrator and the responsible department heads, rather than just the superintendent of the recreation and parks department (formerly the director of the recreation and human services department).

The Commission would now advise the town administrator and the responsible department heads on maintenance of recreational facilities where the recreational programs are conducted in addition to advising regarding recreational programs.

Article 3, Section 3-1(a) of the Charter identifies the elective offices to be filled by the voters. The proposed amendment would delete the words “a recreation and human services commission” in Article 3, Section 3-1(a) and would insert in their place the words “a recreation and parks commission”.

You are directed to serve this Warrant by causing an attested copy of said Warrant to be posted in the two Post Offices in said Natick, to wit: The Kennedy Middle School, Mill Street, Precinct 1: Fire Station, Speen Street, Precinct 2: Roche Brothers, West Central Street, Precinct 3: White Hen Pantry, North Main Street, Precinct 4; Wilson Middle School, Precinct 5; East Natick Fire Station, Precinct 6; Bacon Street Farm, Precinct 7; Senior High School, Precinct 8; Natick Town Hall, Precinct 9; and Fire Station, South Natick, Precinct 10.

Above locations being at least one public place in each Precinct in the Town of Natick and in the Natick Post Offices, seven days at least before March 25,2003; also by causing an attested copy of said Warrant to be published one in the newspaper called “The Metrowest Daily News”, said publication to be Monday, March 10, 2003.

Hereof fail not and make due return of this Warrant with your doings thereon to the Town Clerk at or before the time appointed for holding said meeting.

Given under our hands this 24th day of February, A.D., 2003.

<u>s/Jeffrey A. Stern</u> JEFFREY A. STERN	<u>s/John Ciccariello</u> JOHN CICCARIELLO	<u>s/Jay H. Ball</u> JAY H. BALL
<u>s/Charles M. Hughes</u> CHARLES M. HUGHES	<u>s/Paul R. McKinley</u> PAUL R. MCKINLEY	

BOARD OF SELECTMEN

OFFICER'S RETURN

COMMONWEALTH OF MASSACHUSETTS

Middlesex, ss

NATICK, March 10, 2003

By virtue of this Warrant I have notified the qualified voters of the Town of Natick to meet at the times, places and for the purposes within specified by posting attested copies of said Warrant at the several locations and places therein designated for that purpose, on March 10, 2003 also by causing an attested copy of said Warrant to be published in the newspaper called "The Metrowest Daily News", this newspaper published in the said Town of Natick in the issue dated Monday, March 10, 2003.

s/Sebastian F. Gruppiso
CONSTABLE, TOWN OF NATICK

PROCEEDINGS
Natick, March 25, 2003

Meeting opened in all ten precincts at 7:00 A.M. with the usual legal formalities.

TOTAL VOTES CAST BY PRECINCT:

<u>1</u>	<u>2</u>	<u>3</u>	<u>4</u>	<u>5</u>	<u>6</u>	<u>7</u>	<u>8</u>	<u>9</u>	<u>10</u>	TOTAL
72	369	287	275	336	331	393	278	325	372	3038

BOARD OF SELECTMEN-FOR 3 YEARS-VOTE FOR NOT MORE THAN ONE

Jay H. Ball

11 Russell Circle

Candidate for Re-Election

42	214	179	159	219	229	275	152	191	255	1915
----	-----	-----	-----	-----	-----	-----	-----	-----	-----	------

Robert E. Raisch

19 Tucker St.

27	126	92	97	107	79	86	113	105	96	928
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ASSESSOR FOR 3 YEARS-VOTE FOR NOT MORE THAN ONE

Steven E. Adams

2 Winnemay St.

Candidate for Re-Election

57	222	184	188	218	209	273	181	197	222	1951
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CONSTABLE- FOR ONE YEAR-VOTE FOR NOT MORE THAN ONE

Paul Carew

29 Woodbine Rd.#1

3	5	17	9	8	9	6	10	11	7	87
---	---	----	---	---	---	---	----	----	---	----

John J. Connolly

6 Allen St.

0	0	0	1	1	0	0	5	21	1	29
---	---	---	---	---	---	---	---	----	---	----

Robert E. Raisch

19 Tucker St.

1	6	1	5	6	12	7	13	3	8	62
---	---	---	---	---	----	---	----	---	---	----

SCHOOL COMMITTEE-FOR THREE YEARS VOTE FOR NOT MORE THAN TWO

Diane B. Packer

17 Arbor Circle

Candidate for Re-Election

44	220	167	170	214	236	309	165	202	251	1978
----	-----	-----	-----	-----	-----	-----	-----	-----	-----	------

Kristine M. VanAmsterdam

72 Pleasant St.

Candidate for Re-Election

47	181	167	168	200	202	264	158	212	273	1872
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Anthony P. Lista

164 Hartford St.

30 195 142 108 133 105 115 124 108 118 1178

BOARD OF HEALTH-FOR THREE YEARS -VOTE FOR NOT MORE THAN ONE

Peter Delli Colli

30 Ridge Ave.

Candidate for Re-Election

60 250 207 191 218 218 272 175 202 227 2020

BOARD OF HEALTH-FOR TWO YEARS -VOTE FOR NOT MORE THAN ONE

Michael D. Bliss

21 Winnemay St.

57 219 182 179 201 196 257 156 180 215 1842

NATICK HOUSING AUTHORITY-FOR FIVE YEARS-VOTE FOR NOT MORE THAN ONE

James M. White

41 Cottage St.#1

Candidate for Re-election

60 242 196 190 204 211 269 184 217 250 2023

MORSE INSTITUTE LIBRARY FOR FIVE YEARS-VOTE FOR NOT MORE THAN-FIVE

Harriet Buckingham

8 Oxbow Rd

Candidate for Re-election

53 231 184 162 193 200 267 167 200 238 1895

Kathleen Donovan

3 Craft Rd

Candidate for Re-election

54 214 173 162 189 196 259 168 184 217 1816

Elliot M. Goodman

98 Union St.

Candidate for Re-election

53 223 177 163 199 190 270 166 208 227 1876

Joseph E. Keefe

191 Bacon St.

Candidate for Re-election

54 237 185 189 219 213 279 182 220 244 2022

Marshall Lebowitz

2 Abbott Rd

Candidate for Re-election

55 238 182 162 214 231 279 161 198 228 1948

PLANNING BOARD FOR -FIVE YEARS-VOTE FOR NOT MORE THAN ONE

Robert W. Eisenmenger

92 Woodland St.

Candidate for Re-Election

55 228 184 170 215 210 267 163 192 231 1915

RECREATION & PARKS COMMISSION-FOR THREE- YEARS VOTE FOR NOT MORE THAN TWO

David W. Ordway											
28 West Street											
Candidate for Re-Election											
62	251	200	184	214	212	280	189	213	232	2037	
Timothy M. Kelley											
1 Kelley Way											
0	1	2	8	0	1	2	6	2	0	22	
Linda O'Reilly											
200 Bacon Street											
0	1	2	3	0	1	2	2	4	3	18	
Wayne T. Szretter											
25 Franconia Avenue											
0	3	6	5	3	0	1	0	0	2	20	

WRITE INS NOT ELECTED— NEED 25 VOTES TO BE ELECTED

RECREATION & PARKS COMMISSION FOR TWO YEARS-VOTE FOR NOT MORE THAN ONE

John L. Griffith											
11 Wilogreen Road											
56	222	175	156	193	180	254	148	195	209	1788	

ALL OF THE ABOVE SUCCESSFUL CANDIDATES WERE DECLARED
THE WINNERS AND THEY QUALIFIED BEFORE JANE M. HLADICK,
TOWN CLERK OF NATICK.

PRECINCT 1-TOWN MEETING MEMBERS-FOR 3 YEARS-VOTE FOR SIX
FOR 2 YEARS VOTE FOR THREE FOR 1 YEAR VOTE FOR FOUR

Mark Kaplan	54	Nancy A. Lavash	50
79 Kendall Lane		46 Silver Hill Lane #2	
Candidate for Re-Election			
Janice M. Dangelo	45	William D. Chenard	44
5 Stillman Circle		7 Stillman Circle	
Candidate for Re-Election		Candidate for Re-Election	

PRECINCT 2-TOWN MEETING MEMBERS-FOR 3 YEARS-VOTE FOR SIX

Matthew P. McCue	213	John R. Culkin	202
1 Millbrook Road		3 Elwin Road	
		Candidate for Re-Election	
Theodore E. Rollins,Jr.	200	Richard Zucker	200
28 Curtis Road		6 Ivy Lane	
Candidate for Re-Election		Candidate for Re-Election	

Douglas S. Farquharson 192
7 Hardwick Road
Candidate for Re-Election

Ronald L. Garry, Jr. 29
3 Stagg Drive

PRECINCT 3-TOWN MEETING MEMBERS-FOR 3 YEARS-VOTE FOR SIX

Michael K. Lamont 193
13 Kelsey Road
Candidate for Re-Election

Lawrence A. Samuels 180
21 Greenwood Road
Candidate for Re-Election

Joseph S. Libbin 176
8 Autumn Lane

Helen P. Buerlen 175
54 Beaver Dam Road

Paul C. Buerlen 168
54 Beaver Dam Road
Candidate for Re-Election

PRECINCT 4-TOWN MEETING MEMBERS-FOR 3 YEARS-VOTE FOR SIX

A. Scott Williamson 147
27 Second Street

John A. Donovan III 138
24 Lake Street

Robert P. Andrews 135
21 Parkman Street
Candidate for Re-Election

Alissa R.E. Leonard 134
16 Park Avenue
Candidate for Re-Election

Steven Levinsky 115
25 Park Avenue
Candidate for Re-Election

Michael S. Goldberg 114
38 Walnut Street
Candidate for Re-Election

Robert R. Caso 113
4 Grove Street
Candidate for Re-Election

Alan D. Walker 97
10 Second Street
Candidate for Re-Election

Christopher A. Kruzynski 154
22 Beacon Street

Timothy M. Kelley 1
1 Kelley Way

Derek J. Nolan 1
5 Fairbanks Place

PRECINCT 5-TOWN MEETING MEMBERS-FOR 3 YEARS-VOTE FOR SIX

Bruce A. Snow 193
13 Waring Road

Bruce P. Wright 193
41 Birch Road

Bonnie S. Rosenthal 191
40 Liberty Street
Candidate for Re-Election

George E. Kincaid, Jr. 181
2 Wentworth Road
Candidate for Re-Election

Andrew W. Luke 181
63 Evergreen Road

Stephen F. Carty 179
8 Ferndale Road

Candidate for Re-Election		Candidate for Re-Election	
S.Christopher Salis	106	Robert A. Bensley	106
28 Lake Shore Road		2 Vesta Road	
Charlotte Swartz	11		
25 E Evergreen Road			

PRECINCT 6-TOWN MEETING MEMBERS-FOR 3 YEARS-VOTE FOR SIX

David J. Murphy	221	Jeanne Williamson Ostroff	198
14 Euclid Avenue		8 Erlandson Road	
		Candidate for Re-Election	
Carol A. Gloff	185	Peter S. Golden	175
6 Langdon Road		5 Vermont Avenue	
Candidate for Re-Election		Candidate for Re-Election	
Thomas R. Townsend	150	Dominic Mirante, Jr.	133
31 Harwood Road		244 Oak Street	
Candidate for Re-Election			
Michael P. Coughlin	121	Judith E. Ravindra	114
13 Main Avenue		16 Fox Hill Drive	
Jonathan J. Wainer	110	Mysore V. Ravindra	90
4 Newman Circle		16 Fox Hill Drive	

PRECINCT 7-TOWN MEETING MEMBERS-FOR 3 YEARS-VOTE FOR SIX FOR 2 YEARS VOTE FOR NOT MORE THAN TWO

Linda Wollschlager	233	James T. Furdon	221
24 Arbor Circle		5 Stillwater Circle	
Candidate for Re-Election		Candidate for Re-Election	
Teresa M. Evans	207	Richard T. Sullivan	206
73 Washington		22 Eisenhower Avenue	
Candidate for Re-Election		Candidate for Re-Election	
Timothy J. Collins	203	Edward J. Wynne	189
7 Tibbetts Street		1 Chestnut Street	
		Candidate for Re-Election	
Bernard E. Porter	133	David W. Hamilton	127
16 Pauline Drive		31 Pauline Drive	
Timothy J. Allik	126	Leo J. Burgoyne	97
8 Sawin Street		7 Sawin Street #1	
Rafael Herz	20	Bruno Perdoni	10

2 Digren Road

10 Shattuck St.

PRECINCT 8-TOWN MEETING MEMBERS-FOR 3 YEARS-VOTE FOR SIX-FOR 1 YEAR VOTE FOR ONE

James L. Magee 135
28 Waban Street
Candidate for Re-Election

Scott McLarnon 134
8 Bear Hill Road
Candidate for Re-Election

Glen B. Glater 127
28 Reynolds Avenue

Peter C. Thompson 125
2 Nelson Street
Candidate for Re-Election

Ronald J. Miller 123
5 Walcott Street
Candidate for Re-Election

Richard Sidney 113
30 High Street

Brian E. Price 111
14 Redman Drive (One Year)

Michael J. Keller 112
19 Plain Street

Peter Hodge 111
13 Roxbury Avenue

Marjorie Gove 106
12 Durant Road

John Gartland 1
5 Western Avenue

Stefanie Johnson 1
3 Concord Street

PRECINCT 9-TOWN MEETING MEMBERS-FOR 3 YEARS-VOTE FOR SIX FOR 2 YEARS VOTE FOR TWO

Daniel T. Mahoney III 159
8 Coolidge Avenue

Mary E. Avalos 148
56 Union Street

Janet Phlegar 132
11 Malden Street

Mary E. Litwak 124
17 Moccasin Path

Joel A. Barrera 33
24 Church Street

Cathleen Collins 3
7 Walkup Court

PRECINCT 10-TOWN MEETING MEMBERS-FOR 3 YEARS-VOTE FOR SIX

James V. Arena, Jr. 257
156 Cottage Street
Candidate for Re-Election

Susan G. Salamoff 248
8 River Bend Drive
Candidate for Re-Election

Dight W. Crain 225
10 Clover Lane
Candidate for Re-Election

Ellen McKeon-Levine 219
9 Dover Road
Candidate for Re-Election

Martin Kessel 215
43R Water Street

Leslie Vienneau 198
28 Leach Lane

Candidate for Re-Election

Rocky Melchiorri 87 Woodland Street	167	Maureen A. McCaffrey 3 Wild Meadow Lane	154
Susan A. Shea 92 Glen Street	153	Deborah Heavey 186 South Main Street	150
Candidate for Re-Election			

Susan J. Stern 44 Eliot Hill Road	146	Bryan J. King 17 Rockland Street	145
Robert J. Heavey 186 South Main Street	126	Deborah J. Robi 46 Eliot Hill Road	97
Barbara Sanna Collins 9 Phillips Street	89	Susan F. Bornstein 1 Morningside Avenue	84
Alan L. Rosenman 18 Eliot Hill Road	80		

QUESTION #1

Shall this Town approve the Charter Amendment proposed by vote of the October, 2002 Natick Annual Town Meeting under Article 24, summarized below?

SUMMARY

A positive vote would amend the Natick Home Rule Charter (“the Charter”) as follows:

1. The proposed amendment would delete a provision about dividing the town into convenient voting precincts. The effect of the amendment would be that the Charter would incorporate applicable law regarding the division of the Town of Natick into voting precincts.
2. A section of the Charter indicates when the Board of Selectmen shall review and wholly or partially revise the boundaries of voting precincts. The proposed amendment would add the following sentence to that section: “Any such revision shall be carried out in accordance with the time line described in Section 6 of Chapter 54 of the General Laws.”
3. The Charter contains a provision regarding when the Board of Selectmen shall file a report following any revision of precincts, to whom the report shall be filed, and what shall accompany the report; regarding posting of notice of any revision of precincts; and regarding notice to the Secretary of the Commonwealth regarding any revision of voting precincts.
4. The Charter requires nomination papers for the office of town meeting to be filed with the Town Clerk at least twenty-eight (28) days preceding the date of

town election. The proposed amendment would change “twenty-eight days” to read “thirty-five days”.

5. The Charter requires nomination papers for elective office to be filed with the Town Clerk no later than 5:00 P.M. on the twenty-first day preceding the preliminary election. The proposed amendment would change “twenty-first day” to read “thirty-fifth day”.

TOTAL VOTES BY PRECINCT:

	1	2	3	4	5	6	7	8	9	10	TOTAL
YES	43	182	143	125	166	171	217	121	129	182	1479
NO	16	92	67	68	82	74	73	89	89	99	749

QUESTION #2

Shall this Town approve the Charter Amendment proposed by vote of the October, 2002 Natick Annual Town Meeting under Article 33, summarized below?

SUMMARY

A positive vote would amend the Natick Home Rule Charter (“the Charter”) as follows:

1. The proposed amendment would delete provisions about the process for appointment of a Town Administrator and the qualifications of the Town Administrator. The effect of the amendment would be that this subject matter would be governed by the Natick By-Laws.
2. The Charter provides that “The Board of Selectmen shall make the appointment of a Town Administrator from a list prepared by a screening committee of the Town”. The proposed amendment would change that sentence to read “The Board of Selectmen shall make the appointment of a Town Administrator from a list prepared by a screening committee in accordance with procedures and qualifications established by by-law.”
3. The proposed amendment would amend Article 4 of the Charter, entitled “Town Administrator”, by changing the title of Section 4.1 from “Appointment, Term of Office” to “Appointment, Review, Other Activities”, and by adding titles for each of the subsections of Section 4.1.
4. The proposed amendment would delete a provision regarding appointments by the Town Administrator. The effect of the amendment would be that appointments made by the Town Administrator would be governed by the Natick By-Laws.
5. The proposed amendment would change the words “by law” to read “by-laws” in a sentence of the Charter regarding the Town Administrator, so that said sentence shall read: “He shall appoint and may remove, subject to the civil service

law and any collective bargaining agreements as may be applicable, all department heads, all officers, subordinates and employees for whom no other method of selection is provided by charter or by-laws, except for persons serving under officers and multiple member bodies directly elected by the voters of Natick.”

- 6. The proposed amendment would delete a provision of the Charter which provides a procedure for a mediation conference among town agencies and the Board of Selectmen before any town agency becomes a party to any legal proceeding involving another town agency. The effect of this amendment would be that the subject matter would be governed by a similar provision in the Natick By-Laws.

TOTAL VOTES BY PRECINCT:

	1	2	3	4	5	6	7	8	9	10	TOTAL
YES	41	191	140	119	172	171	201	123	118	196	1472
NO	15	88	49	68	80	70	64	63	72	84	635

QUESTION #3

Shall this Town approve the Charter Amendment proposed by vote of the October, 2002 Natick Annual Town Meeting under Article 34, summarized below?

SUMMARY

A positive vote would amend the Natick Home Rule Charter (“the Charter”) as follows:

- 1. The proposed amendment would change the Charter to refer to a five member Board of Selectmen, rather than a three member Board of Selectmen, elected for staggered terms of three years each.
- 2. The proposed amendment would delete the words “the observance of the Lord’s Day” from a sentence of the Charter regarding constables so that said sentence would read:

“They shall take due notice of and prosecute all violations of law respecting profane swearing and gaming.”

- 3. The proposed amendment would insert the words “resignation or” between the words “by reason of the” and “death”, in a provision of the Charter regarding the Board of Trustees of the Morse Institute Library, so that said provision would read:

“In case a vacancy shall happen in said board by reason of the resignation or death of any of its members, or their removal from the town, it shall be filled at the next annual town election, and until such vacancy is filled, the remaining members shall have and exercise all of the powers of the full board.”

- 4. A subsection of the Charter reads in part:

"Powers and Duties

Treasurer:

(1) The treasurer receives all money belonging to the town, and expends and accounts for it according to the order of the town or its authorized officers. No other person has authority to pay any bill of any municipal department."

The proposed amendment would delete the second sentence of that subsection.

TOTAL VOTES BY PRECINCT:

	1	2	3	4	5	6	7	8	9	10	TOTAL
YES	44	222	144	134	190	204	219	135	155	220	1667
NO	18	76	52	49	70	52	66	56	59	78	576

QUESTION #4

Shall this Town approve the Charter Amendment proposed by vote of the October, 2002 Natick Annual Town Meeting under Article 35, summarized below?

SUMMARY

A positive vote would amend the Natick Home Rule Charter ("the Charter") as follows:

Article 4, Section 4-3(c) of the Charter reads:

"Powers and Duties - The powers of a temporary or acting town administrator, under (a) or (b) above, shall be limited to matters not admitting of delay and shall include authority to make temporary, emergency appointments or designations, to town office or employment, but no appointments or designations of a permanent nature."

The proposed amendment would change Article 4, Section 4-3(c) of the Charter to read:

"Powers and Duties - The powers of a temporary or acting town administrator, under (a) or (b) above, shall be limited to matters not admitting of delay and shall include authority to make appointments or designations to town office or employment, except that, for positions reporting directly to the town administrator, only an acting appointment or designation shall be made."

TOTAL VOTES BY PRECINCT:

	1	2	3	4	5	6	7	8	9	10	TOTAL
YES	45	213	145	138	188	191	229	134	138	210	1631
NO	14	72	48	36	55	52	43	47	60	71	498

QUESTION 5

Shall this Town approve the Charter Amendment proposed by vote of the October, 2002 Natick Annual Town Meeting under Article 39, summarized below?

SUMMARY

A positive vote would amend the Natick Home Rule Charter ("the Charter") as follows:

Article 3, Section 3-12 of the Charter concerns the Recreation and Human Services Commission. The proposed amendment would result in the following changes to Article 3, Section 3-12 of the Charter:

1. The Commission would be identified as the Recreation and Parks Commission rather than the Recreation and Human Services Commission.
2. The director of recreation and human services would be identified as the superintendent of the recreation and parks department.
3. The Commission would advise the town administrator and the responsible department heads, rather than just the superintendent of the recreation and parks department (formerly the director of the recreation and human services department).
4. The Commission would now advise the town administrator and the responsible department heads on maintenance of recreational facilities where the recreational programs are conducted in addition to advising regarding recreational programs.

Article 3, Section 3-1(a) of the Charter identifies the elective offices to be filled by the voters. The proposed amendment would delete the words "a recreation and human services commission" in Article 3, Section 3-1(a) and would insert in their place the words "a recreation and parks commission".

TOTAL VOTES BY PRECINCT:

	1	2	3	4	5	6	7	8	9	10	TOTAL
YES	47	232	161	146	212	208	237	151	163	244	1801
NO	15	63	41	36	47	45	42	38	49	53	429

A Record of the Proceedings of the Annual Town Election,
March 25, 2003.

s/Jane M. Hladick
TOWN CLERK OF NATICK

WARRANT
ANNUAL FALL TOWN MEETING
OCTOBER 21, 2003

THE COMMONWEALTH OF MASSACHUSETTS

Middlesex, ss

To Any Constable of the Town of Natick in said County:

Greeting:

In the name of the Commonwealth of Massachusetts you are required to notify the qualified Town Meeting Members of the said Town of Natick to meet in the Senior High School Auditorium, Natick on

TUESDAY EVENING, OCTOBER 21, 2003

at 7:30 o'clock P.M., then and there to act on the following Articles:

The following articles are to be acted upon and determined exclusively by Town Meeting Members in accordance with Chapter 2 of the Acts of 1938 and Amendments thereto and the Town Charter and subject to the referendum provided thereby.

And you are directed to serve this Warrant by causing an attested copy of said Warrant to be posted in the two Post Offices in said Natick; and at the following public places in said Natick, to wit: The Kennedy Middle School, Mill Street, Precinct 1; Fire Station, Speen Street Precinct 2; Roche Brothers, West Central Street, Precinct 3; White Hen Pantry, North Main Street, Precinct 4; Wilson Middle School, Precinct 5; East Natick Fire Station, Precinct 6; Bacon Street Farm, Precinct 7; Senior High School, Precinct 8; Natick Town Hall, Precinct 9; and Fire Station, South Natick, Precinct 10.

Above locations being at least one public place in each Precinct in the Town of Natick and in the two Post Offices seven days at least before October 21, 2003; also by causing an attested copy of said Warrant to be published once in the Newspaper called "The Metrowest Daily News", said Newspaper published in the Town of Natick and said publication to be October 10, 2003.

Hereof fail not and make due return of this Warrant with your doings thereon to the Town Clerk at or before the time appointed for holding said meeting.

Given under our hands this 29th day of September, A.D., 2003

s/Jeffrey A. Stern
JEFFREY A. STERN

s/John Ciccariello
JOHN CICCARIELLO

s/Jay H. Ball
JAY H. BALL

s/Charles M. Hughes
CHARLES M. HUGHES

s/Paul R. McKinley
PAUL R. MCKINLEY

BOARD OF SELECTMEN

OFFICER'S RETURN

COMMONWEALTH OF MASSACHUSETTS

Middlesex, ss

NATICK, October 10, 2003

By virtue of this Warrant I have notified the qualified voters of the Town of Natick to meet at the times, places and for the purposes within specified by posting Attested copies of said Warrant at the several locations and places therein designated for that purpose, on October 10, 2003 also by causing an attested copy of said Warrant to be published in the newspaper called "The Metrowest Daily News", this Newspaper to be published in the said Town of Natick in the issue dated Friday October 10, 2003

s/Sebastian F. Grupposo
Constable

ANNUAL FALL TOWN MEETING
SENIOR HIGH SCHOOL AUDITORIUM
OCTOBER 21, 2003
FIRST SESSION

7:35 P.M. in the Natick High School Auditorium the meeting was called to order by Paul Connolly, Moderator who declared there was a quorum present.

Town Meeting attendance recited the Pledge Allegiance to the Flag.

The Moderator took time to read to the membership the notes of procedures to be followed.

VOTED UNANIMOUSLY, to omit reading of the articles when calling them and to refer to them by subject matter or number; to waive reading of motions when the text of the motion has been included in the article printed in the warrant; and to waive reading of Finance Committee motions or the itemization of those motions when the text of the motions or itemization has been distributed in writing to town meeting members.

The Finance Committee recommendations were reported through its Chairman, Frank Foss and its Secretary, Carol Gloff.

The Finance Committee held its Public Hearing on the Warrant Articles for the Annual Fall Town Meeting starting on September 9, through October 23, 2003.

The Planning Board held its Public Hearing on Articles 21 & 22 on Wednesday, September 17, 2003.

The Finance Committee and Planning Board recommendations were mailed to all town meeting members and other officials on Wednesday, October 16, 2003.

On matters requiring a two-third (2/3) vote by statute, as authorized under Section 14 of Chapter 39 of the General Laws as recently amended by Chapter 448 of the Acts of 1996, a count need not be taken, where a 2/3rd vote is declared by the moderator. Voted under Article 44 of the Annual Spring Town Meeting of 1997.

ARTICLE 1
(Town Administrator)

To determine what sum or sums of money the Town will appropriate and raise, or transfer from available funds, for the operation of the government of the Town of Natick, including debt and interest, and to provide for a reserve fund for Fiscal Year 2004 (July 1, 2003 to June 30, 2004), and to see what budgets for Fiscal 2004 will be reduced to offset said additional appropriations, or take any action relative thereto.

RECOMMENDATIONS: By the votes indicated below made on October 9, 2003, the Finance Committee recommends FAVORABLE ACTION with regard to the subject matter of Article 1 and that the following Fiscal Year 2004 budgets be amended and/or supplemented as follows:

1) Budget: South Middlesex Regional Technical School (Keefe Tech.), by a vote of 14-0-0

<u>Action</u>	<u>From</u>	<u>To</u>	<u>Amount</u>
Reduce Appropriation	South Middlesex Regional Tech. School	Tax Levy	\$152,000

2) Budget: Debt Service, Lease Purchase Contract Obligations, by a vote of 14-0-0

<u>Action</u>	<u>From</u>	<u>To</u>	<u>Amount</u>
Reduce Appropriation	Debt & Interest	Tax Levy	\$451,750

3) Budget: Fire Department Encumbrance, by a vote of 14-0-0

<u>Action</u>	<u>From</u>	<u>To</u>	<u>Amount</u>
Transfer	Fire Alarm Study		\$46,008
	Fire Department, Purchase Ambulance		\$23,408
	Fire Department – Fire Grant Match		\$22,600

4) Budget: Town Treasurer, by a vote of 13-0-0 (J. Phillips not voting)

<u>Action</u>	<u>From</u>	<u>To</u>	<u>Amount</u>
Transfer	Town Treasurer - Bank Services Fees	Town Collector – Operational Staff Overtime	\$5,000

5) Budget: Water/Sewer Enterprise, by a vote of 13-0-0

<u>Action</u>	<u>From</u>	<u>To</u>	<u>Amount</u>
Transfer	Water/Sewer – Retained Earnings	Water/ Sewer – Revenues	\$618,094

6) Budget: Overlay Fund Use, by a vote of 14-0-0

<u>Action</u>	<u>From</u>	<u>To</u>	<u>Amount</u>
Appropriation	Overlay Surplus – Insurance Group Health & Life	Employee Fringe Benefits & Insurance	\$100,000

7) Budget: Employee Fringe Benefits & Insurance, by a vote of 14-0-0

<u>Action</u>	<u>From</u>	<u>To</u>	<u>Amount</u>
Appropriation	Free Cash	Insurance Unemployment	\$4,000

8) Budget: Board of Selectmen, by a vote of 13-0-0

<u>Action</u>	<u>From</u>	<u>To</u>	<u>Amount</u>
Appropriation	Free Cash	Salaries Management	\$48,400

9) Budget: Human Services, by a vote of 13-0-0

<u>Action</u>	<u>From</u>	<u>To</u>	<u>Amount</u>
Appropriation	Free Cash	Salaries Management	\$6,045

10) Budget: Community Development, by a vote of 14-0-0

<u>Action</u>	<u>From</u>	<u>To</u>	<u>Amount</u>
Appropriation	Free Cash	Salaries- Tech. & Prof. Inspectors	\$12,000

11) Budget: Public Works Highway Maintenance Services, by a vote of 14-0-0

<u>Action</u>	<u>From</u>	<u>To</u>	<u>Amount</u>
Appropriation	Free Cash	Glenn Street Project	\$15,000

12) Budget: Fire Department, by a vote of 14-0-0

<u>Action</u>	<u>From</u>	<u>To</u>	<u>Amount</u>
Appropriation	Free Cash	Operational Staff Overtime	\$260,000
		Clothing Allowance Operational	\$12,000

Totals from above actions: Total Appropriation Reductions:	(\$603,750)
Total Transfers:	\$669,102
Total Free Cash Use:	\$437,445
Total Overlay Fund Use:	\$100,000

The purpose of this article is to supplement and/or amend the various Fiscal Year 2004 (current year) Town of Natick (hereafter "Town") operating budgets and funds. Specifically, the Finance Committee recommends two (2) budget reductions, three (3) budget transfers and seven (7) budget appropriations.

Concerning Item #1, the Finance Committee recommends that Town Meeting approve the reduction of its previous appropriation for the South Middlesex Regional Technical School (Keefe Technical School) Budget in the amount of \$152,000. Officials at Keefe Technical School notified the Town that the annual allotment for Natick's participation in the school was \$1,038,994. Taking into account Town Meeting's appropriation of \$1,190,994 last spring, the Finance Committee and the Town administration are in agreement that the excess amount in this budget should be reverted back to the Town's reserves.

Concerning Item #2, the Finance Committee recommends that Town Meeting approve the reduction of its previous appropriation for the Debt Service, Lease Purchase Contract Obligations budget in the amount of \$451,750. This reduction was made possible by the reduction in interest for the Wilson Middle School project, a reduction of assorted debt through refinancing and an increase in High School Building/Renovation Plans debt payments).

Concerning Item #3, the Finance Committee recommends that Town Meeting approve the transfer of funds from a specific Town Meeting appropriation to fund purchases of equipment necessary for the operation of the Fire Department. Specifically, we recommend transferring \$46,008 from an appropriation for the purpose of studying the existing fire alarm box system located in the public ways and places. If Town Meeting accepts this transfer the \$46,008 is proposed to fund 1) \$23,408 to be used, with funds already appropriated by Town Meeting, to purchase an ambulance and 2) \$22,600 to fund a required match to a state grant for emergency defibrillation equipment, which will be deployed on Fire Department apparatus.

Concerning Item #4, the Finance Committee recommends that Town Meeting approve the transfer of its previous appropriation for the Town Treasurer's Office to the Town Collector's Office. Specifically, this request for \$5,000 is proposed to fund Operational Overtime in the Town Collector's Office for the purpose of assuming additional posting responsibilities for tax payment (real estate, water & sewer and motor vehicle postings). The request is being funded from the banking services fee line-item which is currently over funded due to the reduced

reliance on lockbox account processing. This action is similar to Town Meeting's action taken at Spring Town Meeting for FY2003 for the same purposes.

Concerning Item #5, the Finance Committee recommends that Town Meeting approve the transfer of funds from the Water/Sewer Retained Earnings resource and place such funds into the Water/Sewer – Revenues fund. Town officials should be available to respond to Town Meeting Member questions.

Concerning Item #6, the Finance Committee recommends that Town Meeting approve the appropriation of funds from the Overlay Surplus to the Insurance Group Health & Life line-item of the Employee Fringe Benefit & Insurance Budget. This transfer funds changes in costs for the employee health benefits options chosen by employees of the Natick Public Schools who were recently placed among the instructional staff in assorted schools. Town Meeting may be aware that the Natick Public Schools has employed a number of new teachers and instructional staff to staff and replace retired employees throughout the school district. School Department and Town administration officials should be available to itemize in greater detail such employee changes.

Concerning Item #7, the Finance Committee recommends that Town Meeting approve the appropriation of funds from Free Cash for the purpose of funding anticipated shortfalls in the Insurance Unemployment line-item of the Employee Fringe Benefits & Insurance Budget. Due to the continued use of unemployment benefits by former employees and additional use of such benefits by employees recently released from service to the Town, this line item needs additional funding. Town officials should be available to itemize in detail such needs.

Concerning Item #8, the Finance Committee recommends that Town Meeting approve the appropriation of funds from Free Cash for the purpose of funding an increase in the salaries management line-item of the Board of Selectmen's budget, so that a Deputy Town Administrator could be hired on or after November 1, 2003. The Town Administrator, the Board of Selectmen and Finance Committee have discussed over a period of time the hiring of a Deputy Town Administrator. The Town Administrator submitted his budget last January with the intent to not hire a Deputy Town Administrator, solely for the purpose of saving money. It is now clear that the Deputy Town Administrator's position should be filled as soon as possible, to assist the administration in the day-to-day operations of the Town. The Finance Committee debated recommending that this position be funded beginning on 1/1/04. However, a majority of members felt strongly that this position should be filled as soon as possible (funded as for 11/1/03).

Concerning Item #9, the Finance Committee recommends that Town Meeting approve the appropriation of funds from Free Cash for the purpose of funding the salaries management line-item of the Human Services budget, so that the incumbent could have the requisite full-time employment term to achieve the maximum retirement service criteria. Town administration officials should be available to answer Town Meeting member questions regarding this request.

Concerning Item #10, the Finance Committee recommends that Town Meeting approve the appropriation of funds from Free Cash for the purpose of funding the salaries – Tech. & Prof.

Inspectors line-item of the Community Development Budget. Town administration and Community Development officials presented information regarding an increased number of complaints and permit reviews submitted to the Building Department. That increase, among other work loads, precipitated the department to seek an additional building inspection position on a part-time basis. Town officials should be available to answer Town Meeting Member questions regarding this request.

Concerning Item #11, the Finance Committee recommends that Town Meeting approve the appropriation of Free Cash for the Highway Department for a roadway project on Glenn Street. Conditions of the roadway warrant performing certain improvements. Public Works officials should be available to answer Town Meeting Member questions regarding this request.

Concerning Item #12, the Finance Committee recommends that Town Meeting approve the appropriation of Free Cash for the Fire Department to increase the department's following line items – Operational Staff Overtime and Clothing Allowance Operational. The Town Administrator, Fire Chief, Fire Union members and representatives of the Finance Committee have worked diligently to understand the effects of available manpower on the Fire Department operational staff and budget. Two scenarios were presented to the Finance Committee taking into account the manpower level and the corresponding overtime amounts needed to support such. The Finance Committee supports the funding of the scenario which seeks to increase the staff to 20 firefighting positions per work shift. Details of each scenario should be made available to Town Meeting Members. Town administration and Fire Department officials should be available to answer Town Meeting Member questions.

Motion A:
VOTED UNANIMOUSLY, to reduce the following appropriations voted at the Spring Annual Town Meeting under Article 3 held on April 8, 2003 as follows:

<u>Reductions:</u>		
<u>Section A1 - Education</u>		
PAGE B5	South Middlesex Regional (Board of Selectmen)	
	Vocational School District	
	C. Other	(\$ 152,000)
<u>Section G – Unclassified</u>		
PAGE B49	Debt Service	(Town Administrator)
	C. Other	(\$ 451,750)

Motion B:
VOTED BY MAJORITY, to transfer the following sums voted at the Spring Annual Town Meeting under Article 3 held on April 8, 2003 along with transferring and releasing an Encumbered Amount voted at the Special Town Meeting held on December 5, 1998 Article 9 Fire Alarm Study.

Transfers:
Section B – Public Safety
PAGE B8 Natick Fire Department (Fire Chief)

C. Other Encumbered Fire Alarm Study	(\$ 46,008)
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B. Operating Expense:

Purchase Ambulance	\$ 23,408
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Fire Grant Match	\$ 22,600
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Section E – General Government

PAGE B39	Town Treasurer	(Town Treasurer/Collector)
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B. Operating Expense:

Banking Services	(\$ 5,000)
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PAGE B40	Town Collector	(Town Treasurer/Collector)
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A. Salaries:

Operational Staff Overtime	\$ 5,000
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Motion C:

VOTED UNANIMOUSLY, to transfer the sum of \$618,094 from Water and Sewer Retained Earnings to be used as an other financing source in the Water and Sewer Enterprise fund for Fiscal Year 2004.

A motion was made by Andrew Luke, seconded by Bill Gath to delete under Section D the amount of \$48,400 for an Asst Town Administrator.

The discussion was all positive with regard to having an Assistant to help with the heavy work load the Town Administrator has carried since he came on board.

Luke amendment loses.

Motion D:

VOTED BY MAJORITY, to appropriate the following sums to be expended under the direction of the officials indicated (in parentheses after the budget category).

Section B – Public Safety

PAGE B8	Natick Fire Department	(Fire Chief)
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A. Salaries:

Operation Staff Overtime	\$ 260,000
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B. Operating Expense

Clothing Allowance	\$ 12,000
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Section C – Public Works

PAGE B16	Highway Division	(Director Public Works)
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B. Operating Expense

Highway Materials Road Paving	\$ 15,000
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Section D – Heath & Human Services

PAGE B25	Human Services	(Director Human Services)
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A. Salaries

Salaries Management	\$ 6,045
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Section E – General Government

PAGE B30	Board of Selectmen (Town Administrator)	
	A. Salaries Management	\$ 48,400
PAGE B31	Community Development (Director Comm Development)	
	A. Salaries Technical & Professional Inspectors	\$ 12,000

Section G – Unclassified

PAGE B50	Insurance – Employee Benefits (Town Administrator)	
	B. Operating Expense Unemployment	\$ 84,000
	Group Health/Life/Dental	\$ 100,000

A Motion E was made by Christine Weithman, seconded by Andrew Luke to amend Article 1 Omnibus budget FY04 in the following manner. Appropriate \$500,000 in free cash to the following two departments: \$200,000 to the school department to be used to rebate families a portion of the bus fees paid in FY03 and \$300,000 to the public works dept to rebate households a portion of the trash fee paid in FY03.

A motion was made by Frank Foss, seconded by Carol Gloff to postpone discussion on Motion E until October 23rd.

A motion was made by Jeff Phillips, seconded by Andrew Luke to postpone discussion on Motion E until October 28th. After discussion concerning both dates Mr. Foss withdrew his motion.

A motion was made by Tom Morris, seconded by Roger Beer to move the question.
VOTED BY DECLARED 2/3RD to move the question.

VOTED BY MAJORITY, to discuss Article 1, Motion E on October 28th.

And that the sum of \$551,789 be raised from the following sources:

Tax Levy of Fiscal Year 2004	(\$603,750)
Free Cash	\$437,445
Overlay Surplus	\$100,000
Water and Sewer Retained Earnings	\$618,094

ARTICLE 2
(Town Administrator)

To see if the Town will vote to appropriate and raise, or otherwise provide, a sum or sums of money as may be required for capital equipment for the various departments of the Town of Natick, or otherwise act thereon.

RECOMMENDATIONS: The Finance Committee recommends NO ACTION with regard to the subject matter of Article 2:

The purpose of this article is to fund capital equipment purchases of the Town. Although there is no action with regard to this article, it should be noted that the Town Administrator has proposed to begin scheduling funds for requests for capital equipment purchases.

No action taken on Article 2.

ARTICLE 3
(Town Administrator)

To see if the Town will vote to appropriate and raise, or otherwise provide, a sum or sums of money to implement a Capital Improvement Program, to protect the physical infrastructure of the Town of Natick, or otherwise act thereon.

RECOMMENDATIONS: The Finance Committee recommends NO ACTION with regard to the subject matter of Article 3:

The purpose of this article is to fund capital improvements consistent with the Capital Improvement program of the Town. As mentioned under Article 2, the Town Administrator proposes to begin scheduling funds for requests for capital improvements, which will protect the infrastructure of the Town of Natick.

No action taken on Article 3.

ARTICLE 4
(Natick Public Schools)

To see if the Town will vote to raise and appropriate, or otherwise provide, a sum or sums of money to implement a Capital Improvement Program, to protect the physical infrastructure of the Natick Public Schools, or otherwise act thereon.

RECOMMENDATIONS: The Finance Committee recommends NO ACTION with regard to the subject matter of Article 4:

The purpose of this article is to fund capital equipment purchases of the Natick Public Schools. The Finance Committee heard testimony from the Natick Public School's Superintendent. Although there is no action with regard to this article, it should be noted that the Town Administrator has proposed to begin scheduling funds for requests for capital equipment purchases and capital improvements.

No action taken on Article 4.

ARTICLE 5
(Town Administrator)

To see if the Town will vote to raise and appropriate, or otherwise provide, a sum of money as may be required to implement the cleaning and relining of approximately 20,000 feet of water

main in Union Street, Summer Street and Pond Street and sections of streets adjacent thereto; and to determine whether this appropriation shall be raised by borrowing or otherwise; or otherwise act thereon.

RECOMMENDATIONS: By a vote of 10-0-0 on September 23, 2003, the Finance Committee recommends FAVORABLE ACTION with regard to the subject matter of Article 5 and the sum of \$1,700,000.00 to be raised by borrowing:

Positive Action Requires a 2/3 Vote

The purpose of this article is to fund the continuation of the multi-phase project to remove manganese deposits, among other things, and reline water mains, which are part of the Town of Natick's water supply infrastructure. Town Meeting Members may remember their former approval of the cleaning and relining of water mains that is underway at this time – North Main and Bacon Streets. Public Works officials reported that this project is underway and should be completed as planned.

This request is being made at this time so that the Public Works Department can proceed with the engineering, bidding and implementation of the water main repair and maintenance projects in these streets. The cost impact to rate payers' bills is estimated to be three-quarters of one percent.

Public Works officials should be available to answer Town Meeting Member questions regarding the scope of this project.

Motion:

VOTED BY DECLARED 2/3RD, to appropriate the sum of \$1,700,000 to be expended under the direction of the Director of Public Works and the Town Administrator to implement the cleaning and relining of the approximately 20,000 feet of water mains on Union Street, Summer Street and Pond Street and sections of streets adjacent thereto; and to meet this appropriation the Treasurer with the approval of the Board of Selectmen is authorized to borrow \$1,700,000 under Mass General Laws Chapter 44 Section 8(5).

ARTICLE 6
(Town Administrator)

To see if the Town will vote to raise and appropriate, or otherwise provide, a sum of money as may be required to install a chemical feed facility and instrumentation, electrical and ventilation improvements at the Town Forest and Broads Hill water storage reservoir sites, and to determine whether the appropriation shall be raised by borrowing, or otherwise; or otherwise act thereon.

RECOMMENDATIONS: By a vote of 11-1-0 on September 23, 2003, the Finance Committee recommends FAVORABLE ACTION with regard to the subject matter of Article 6 and the sum of \$300,000 to be appropriated from Water and Sewer Retained Earnings:

Positive Action Requires a Majority Vote

The purpose of this article is to seek Town Meeting’s affirmative vote to fund the installation of certain water storage facility equipment. Specifically, the Public Works - Water and Sewer Department is recommending that Town Meeting approve the purchase, installation and other related costs for the installation of chlorine injection equipment and related analyzers at two water storage tanks (Town Forest and Broads Hill Tanks).

The proposed equipment purchase and related installation costs are an end result of two recent government actions. First, in 2002 the Federal Safe Water Drinking Act was amended by The Public Health Security and Bioterrorism Preparedness and Response Act (The Act). This amendment requires every community water system serving more than 3,300 persons to conduct vulnerability assessments. Consistent with the Act, this equipment provides a required “risk reduction measure”. Second, the Massachusetts Department of Environmental Protection (DEP) performed an annual sanitary survey of Natick’s water system. That survey identified Natick’s procedure of injecting chlorine into the water system as a matter which the Town of Natick should address.

Currently, to inject chlorine Water Department staff would be required to climb an extension ladder to the top of the tanks carrying a container of chlorine, and then staff would hand pour the chlorine into an access hatch, while standing on the top of the tank. Should chlorine be required in an emergency, on call staff would be required to inject chlorine in this manner.

The proposed equipment automates the measurement of bacteria levels and automatically injects chlorine into the tanks, under normal operating conditions and in the event of a contamination event.

Public Works officials should be available to answer any Town Meeting Member questions.

A motion was made by Julian Munnich, seconded by Kenneth Goldman to refer the subject matter of Article 6 to the Board of Selectmen and the Department of Public Works.

VOTED BY MAJORITY, to refer this article to the Board of Selectmen and DPW.

ARTICLE 7
(Town Administrator)

To see if the Town will vote to appropriate and raise, or otherwise provide, a sum or sums of money as may be required for the lease and/or repair of equipment for various departments of the Town of Natick, or otherwise act thereon.

RECOMMENDATIONS: The Finance Committee recommends NO ACTION with regard to the subject matter of Article 7:

The purpose of this article is to fund capital improvements consistent with the Capital Improvement program of the Town. As mentioned under Article 2, Town Administrator proposes to begin scheduling funds for requests for capital improvements, which will protect the infrastructure of the Town of Natick.

No Action taken on Article 7.

A motion was made by Frederick Colburn, seconded by Sebastian Grupposo to adjourn.

10:17 PM VOTED TO ADJOURN.

A record of the first session of the Annual
Town Meeting of 2003,

s/Jane M. Hladick
Town Clerk of Natick

ANNUAL FALL TOWN MEETING
SENIOR HIGH SCHOOL AUDITORIUM
OCTOBER 23, 2003
SECOND SESSION

7:35 P.M. in the Natick High School Auditorium the meeting was called to order by Paul Connolly, Moderator who declared there was a quorum present.

ARTICLE 8
(Town Administrator)

To see if the Town will vote to raise and appropriate, or otherwise provide, the funds necessary to implement the Terms of Agreements reached between the Town and the following collective bargaining units:

- a. SEIU Local 888 AFL-CIO (Dispatchers)
- b. Natick Patrol Officers Association
- c. International Brotherhood of Police Officers, Local 622
- d. Local 1116 Laborers' International Union
- e. Local 1116 Laborers' International Union, Clerical Workers
- f. Local 1116 Laborers' International Union, Recreation & Human Services Employees
- g. Local 1116 Library
- h. Local 1707 Firefighters
- i. Natick Deputy Chiefs Association
- j. Natick Supervisors and Administrators Association

RECOMMENDATIONS: By the votes indicated below on October 9, 2003, the Finance Committee recommends FAVORABLE ACTION with regard to the subject matter of Article 8 and the sum of \$15,000 to be raised from Free Cash for the following bargaining units Terms of Agreements and budgets:

Positive Action Requires a Majority Vote

- a. Local 1116 Laborers' International Union, Clerical Workers
- b. Natick Supervisors and Administrators Association
- c. Local 1116 Library
- d. Local 1116 Laborers' International Union, Recreation and Human Services Employees

1) Budget:	Employee Fringe Benefits and Insurance, by a vote of 14-0-0		
<u>Action</u>	<u>From</u>	<u>To</u>	<u>Amount</u>
Appropriation	Free Cash	Employee Benefits (Wage Settlements A & B above)	\$11,000

2) Budget:	Morse Institute Library – Public Library Service, by a vote of 14-0-0		
<u>Action</u>	<u>From</u>	<u>To</u>	<u>Amount</u>
Appropriation	Free Cash	Salaries Operational Staff	\$3,400

(Wage Settlement C. above)

3) Budget: Parks and Recreation, by a vote of 14-0-0

<u>Action</u>	<u>From</u>	<u>To</u>	<u>Amount</u>
Appropriation	Free Cash	Salaries Operational Staff (Wage Settlement D. above)	\$600

The purpose of this article is to fund any collective bargaining unit agreements with the Town. At the time of this writing, there are four (4) such agreements, which have been ratified by both the bargaining unit membership and the Board of Selectmen. In summary these four agreements are one-year agreements without any percentage wage increase. Funding requested above is for one-time stipend payments for various purposes. Town officials should be available to provide details of each individual agreement. The Finance Committee commends the Town Administrator for his efforts to and extends its appreciation to the bargaining units in maintaining a 0% wage increases for this fiscal year (FY04), taking into account the economic climate today and possibly for the coming fiscal years.

Motion A:

VOTED UNANIMOUSLY, to appropriate the sum of \$2,925 to implement the Fiscal Year 2004 terms of agreement reached between the Town and the Local 1116 Laborer's International Union Clerical Workers.

And that the sum of \$2,925 be raised from the Free Cash

Motion B:

VOTED UNANIMOUSLY, to appropriate the sum of \$1,352 to implement the Fiscal Year 2004 terms of agreement reached between the Town and the Natick Supervisors and Administrators Association.

And that the sum of \$1,352 be raised from Free Cash

Motion C:

VOTED BY MAJORITY, to appropriate the sum of \$3,400 to implement the Fiscal Year 2004 terms of agreement reached between the Town and the Local 1116 Library.

And that the sum of \$3,400 be raised from Free Cash

Motion D:

VOTED BY MAJORITY, to appropriate the sum of \$600 to implement the Fiscal Year 2004 terms of agreement reached between the Town and the Local 1116 Laborers' Union Recreation & Parks Services Employees.

And that the sum of \$600 be raised from Free Cash

Motion E:

VOTED UNANIMOUSLY, to appropriate the sum of \$6,723 to implement the Fiscal Year 2004 terms of agreement reached between the Town and the Local 1116 Laborers' Union.

And that the sum of \$6,723 be raised from Free Cash

ARTICLE 9
(Natick Public Schools)

To see if the Town will vote to raise and appropriate, or otherwise provide the funds necessary to implement the Terms of Agreement reached between the Natick School Committee and the following collective bargaining units:

- a. Education Association of Natick – Unit A Teachers, Unit B Administrators and Unit C Nurses
- b. Education Association of Natick – Educator Support Personnel
- c. MTA Secretaries and Clerks Unit
- d. Laborers International Union Local 1116 Maintenance and Custodial Unit
- e. Non-represented personnel

RECOMMENDATIONS: The Finance Committee recommends NO ACTION with regard to the subject matter of Article 9:

The purpose of this article is to fund collective bargaining units of the Natick Public Schools, which have been voted in the affirmative by the Natick School Committee and ratified by the bargaining units of the Natick Public Schools workforce. The Finance Committee understands, at the time of this writing, that there are no bargaining unit agreements accepted and/or ratified. In the event such an agreement is accepted and ratified by the respective entity, it is the desire of the Finance Committee that the Natick Public School Department and Natick School Committee provide the Finance Committee and/or Town Meeting with the complete details and financial impacts of such agreement.

A motion was made by Henry Haugland, seconded by Linda Wollschalger to take a five minute recess so that Jim Connolly, Supt of Schools could address the Town Meeting.

VOTED BY MAJORITY, to allow Mr. Connolly speak.

A motion was made by Linda Sussman, seconded by Sebastian Grupposo to refer the subject matter of Article 9 to the School Department. REFERRAL LOSES.

No Action taken on Article 9.

ARTICLE 10
(Town Administrator)

To see if the Town, pursuant to the authority contained in Section 108A of Chapter 41 of the General Laws, will vote to amend the by-laws by adding to Article 24, Section 3, a new paragraph deleting certain position titles, adding new position titles and effecting changes in the salary ranges as presently established and will provide the money necessary therefore, or take any action relative thereto.

RECOMMENDATIONS: The Finance Committee recommends NO ACTION with regard to the subject matter of Article 10:

The purpose of this article is to set the salary and step levels of compensation for non-union Town employees. Taking into account the Town Administrator’s initiative to forego any percentage wage increases for this fiscal year, there is no action on this article at this time.

No Action taken on Article 10.

ARTICLE 11
(Town Administrator)

To see if the Town will vote to raise and appropriate, or otherwise provide such sums of money as may be required for the payment of unpaid bills of previous years, incurred by the departments, boards and officers of the Town of Natick, or otherwise act thereon.

RECOMMENDATIONS: By a vote of 11-0-1 on September 23, 2003 the Finance Committee recommends FAVORABLE ACTION with regard to the subject matter of Article 11 and the sum of \$1,393.64 to be raised from Free Cash for the following purposes:
Positive Action Requires a 4/5 Vote

Community Newspapers	\$1293.07
W.B. Mason	\$ 100.57

The purpose of this article is to provide funds to pay bills received after the close of a fiscal year(s). Specifically, at this time the Town of Natick has two unpaid bills presented after the closing of previous fiscal year’s books - 1) a bill for public hearing notice(s) required by the Community Development Department and 2) a bill for office supplies received by the Collector/ Treasurer Department.

Requires a 4/5 vote of Town Meeting

Motion A:
VOTED UNANIMOUSLY, to appropriate the sum, as follows, for the payment of unpaid bills of previous years incurred by the departments listed below:

Insufficient Balance – 80% Vote
Community Development

Community Newspapers	\$1,293.07
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And that the sum of \$1,293.07 be raised from Free Cash.

Motion B:
VOTED UNANIMOUSLY, to appropriate the sum, as follows, for the payment of unpaid bills of previous years incurred by the departments listed below:

Sufficient Balance – Majority Vote
Town Collector

W.B. Mason

\$100.57

And that the sum of \$100.57 be raised from Free Cash.

ARTICLE 12
(Town Administrator)

To see if the Town will vote to authorize and direct the Board of Assessors to take a sum of money from Surplus Revenue - Free Cash to reduce the tax levy for the current fiscal year.

RECOMMENDATION: By a vote of 14-0-0 on October 9, 2003 the Finance Committee recommends FAVORABLE ACTION with regard to the subject matter of Article 12 and the sum of \$206,163 to be appropriated from Fee Cash:

Positive Action Requires a Majority Vote

The purpose of this article is to fund certain balances from Surplus Revenues – Free Cash, which has the effect of reducing the tax levy. The Finance Committee has recommended this action in past Town Meeting proceedings and is herein recommending that Town Meeting appropriate the sum of \$206,163.

Motion:

VOTED UNANIMOUSLY, to appropriate the sum of \$206,163 to authorize and direct the Board of Assessors to reduce from the tax levy for Fiscal Year 2004.

And that the sum of \$206,163 be raised from Free Cash

ARTICLE 13
(Board of Selectmen)

To see if the Town will vote to authorize the Board of Selectmen to petition the General Court to enact legislation in substantially the following form, provided that the General Court may reasonably vary the form and substance of the requested legislation within the scope of the general public objectives of this petition.

AN ACT RELATIVE TO THE SALE OF ALCOHOLIC BEVERAGES OR WINES AND MALT BEVERAGES TO BE DRUNK ON THE PREMISES OF CLUBS OR WAR VETERANS' ORGANIZATIONS IN THE TOWN OF NATICK

Be it enacted by the Senate and House of Representatives in General Court assembled, and by the authority of the same as follows:

SECTION 1. Notwithstanding the provisions of section twelve of Chapter 138 of the General Laws, or any other general or special law to the contrary, with respect to any club which is licensed under section twelve of Chapter 138 of the General Laws to sell alcoholic beverages, or only wines and malt beverages, as the case may be, the local licensing authority of the town of Natick may, under said license, subject to the approval

of the Alcoholic Beverages Control Commission, and irrespective of any limitation of number of licenses contained in section seventeen of Chapter 138 of the General Laws, allow a function or fund raising activity held at the licensed premises or any part thereof to serve food and serve liquor to persons other than members of said club, to be consumed on the licensed premises, provided that such function is sponsored by a member of said club, and subject to such conditions as said local licensing authority may impose, and subject to regulations made by said local licensing authority.

SECTION 2. Notwithstanding the provisions of section twelve of Chapter 138 of the General Laws, or any other general or special law to the contrary, with respect to any corporation the members of which are war veterans which is licensed under section twelve of Chapter 138 of the General Laws to sell alcoholic beverages, or only wines and malt beverages, as the case may be, the local licensing authority of the town of Natick may, under said license, subject to the approval of the Alcoholic Beverages Control Commission, and irrespective of any limitation of number of licenses contained in section seventeen of Chapter 138 of the General Laws, allow a function or fund raising activity held at the licensed premises or any part thereof to serve food and serve liquor to persons other than members of said corporation, to be consumed on the licensed premises, provided that such function is sponsored by a member of said corporation, and subject to such conditions as said local licensing authority may impose, and subject to regulations made by said local licensing authority.

SECTION 3. This act shall take effect upon its passage.

RECOMMENDATION: By a vote of 12-0-0, the Finance Committee recommends FAVORABLE ACTION with regard to the subject matter of Article 13:

Positive Action Requires a Majority Vote

The purpose of this article is to permit the Board of Selectmen with Town Meeting's approve to place this petition before the Massachusetts legislature for consideration. The article seeks to change the substance of MGL 138, sec. 12 which deals with the limitations of certain club liquor licenses. The Board of Selectmen are attempting to resolve issues surrounding club licenses, so that the 4 or 5 clubs holding such license can conduct functions with non-member participation and serve alcoholic beverages at such functions. The Board of Selectmen will remain the licensing authority and will continue to have the authority to limit and/or condition such club licenses. Selectmen should be available to provide details of this article and answer Town Meeting Member questions.

Motion:

VOTED BY MAJORITY, to authorize the Board of Selectmen to petition the General Court to enact legislation for the purpose of Sale of Alcoholic Beverages or Wines and Malt Beverages to be drunk on the premises of Clubs or War Veterans' Organizations in the Town of Natick as stated in the text of Article 13.

ARTICLE 14
(Board of Selectmen)

To see what sum of money the Town will vote to appropriate for the purpose of certain drainage and pavement improvements, including the acquisition of any easements, to the unaccepted portions of School Street Extension and Colburn Street in the Town of Natick; to determine whether said appropriation shall be raised by borrowing or otherwise; to determine what portion of said improvements are to be borne by betterments in accordance with applicable Massachusetts law and Natick Town By-Laws; and, further to see if the Town will vote to accept said portions of School Street Extension and Colburn Street conditioned on completion of said drainage and pavement improvements; or otherwise act thereon.

RECOMMENDATION: By a vote of 14-0-0 on October 9, 2003, the Finance Committee recommends REFERRAL TO THE BOARD OF SELECTMEN with regard to the subject matter of Article 14:

Positive Action Requires a Majority Vote

The purpose of this article is make improvements to all or part of the roads listed in the article, and to approve certain unaccepted portions of the roadways. This article was a precipitated by a petition presented to the Selectmen by some of the residents of these roads. The Finance Committee heard testimony from Town officials and residents with regard to this article. There were a sufficient number of residents speaking in opposition to the scope and cost of the project to warrant further communications and planning for this project. In addition, there were residents, at least some of whom are absentee owners, affected by the betterment conditions of this article that were not contacted for their input on this matter. To those ends, the Finance Committee felt that this matter should be referred back to the Selectmen, so that the residents and appropriate Town officials can work toward an amicable resolve to this matter.

Motion:

VOTED UNANIMOUSLY, to refer the subject matter of Article 14 to the Board of Selectmen.

ARTICLE 15
(Town Administrator)

To see if the Town will vote to accept the following streets and appurtenant easements as laid out and filed with the Town Clerk, and as shown on the street acceptance plans on file with the Town Clerk:

Carter Drive
Jacqueline Circle

RECOMMENDATION: By a vote of 12-0-0, the Finance Committee recommends FAVORABLE ACTION with regard to the subject matter of Article 15:

Positive Action Requires a Majority Vote

The purpose of this article seeks Town Meeting’s approval to accept Carter Drive and Jacqueline Circle. Town Officials should be available to answer Town Meeting Member questions with regard to the subject matter of this article.

Motion:
VOTED UNANIMOUSLY, to accept the following streets and appurtenant easements as laid out and filed with the Town Clerk, and as shown on the street acceptance plans on file with the Town Clerk.

Carter Drive
Jacqueline Circle

ARTICLE 16
(David D’Angelis, et al)

Shall this Town approve the request of residents and registered voters of Clubhouse Lane and Saddle Brook Road to perform betterment cost study to install a forced main sewer trunk lines and lateral links. We the voters and residents do hereby request the Town of Natick implement this estimate.

RECOMMENDATION: The Finance Committee recommends NO ACTION with regard to the subject matter of Article 16:

The purpose of this article is to provide approval of a betterment cost study of the public ways and places indicated in the article. The Town Engineer reported to the Finance Committee that his department will conduct the study to seek the most economical solution to provide Town sewer services to the area, as well as the rights to install utilities on these private way locations and to cross over the MWRA aqueduct.

No Action taken on Article 16.

ARTICLE 17
(Ian Bayne, et al)

To see if the Town will vote to amend Article 10 of the Town of Natick By-Laws by adding a new Section 5, which reads:

Section 5: Waste Removal
The Selectmen shall provide and maintain under their care and supervision, some suitable method for free public disposal for the inhabitants of the town to deposit ashes, cinders, papers and other refuse and rubbish in accordance with such rules and regulations as the Selectmen may from time to time make.

RECOMMENDATION: By a vote of 14-0-0 on September 25, 2003, the Finance Committee recommends INDEFINITE POSTPONEMENT with regard to the subject matter of Article 17:

Positive Action Requires a Majority Vote

The purpose of this article is amend the Natick By-laws as indicated in the article. The Finance Committee reviewed the matter of free trash pickup. As Town Meeting is aware, over the past two budget cycles Town Meeting has been informed of the decision-making processes and action of other Town boards who implemented trash fees and the Pay As You Throw program. In reviewing this article, the Finance Committee requested an update of the current Pay As You Throw program, advice from Town Counsel with regard to the legal impact of the article and information from Public Works with regard to the cost impact of an expanded trash program. None of the data provided to the Finance Committee from the above sources provided compelling reasons to change from the Town’s current method of operations and practices with regard to trash removal. Moreover, those testifying provided no reasonable resolution to the trash removal process that was more effective and less costly.

Therefore, the Finance Committee voted unanimously to indefinitely postpone the subject matter of Article 17.

There was a great deal of discussion with regard to the subject matter of this article. It was a surprise to all parties involved that Mr. Bayne, the sponsor of the article, was not at Town Meeting to speak to his article.

A motion was made by Tom Morris, seconded by Edward Hurst to move the question.

VOTED BY DECLARED 2/3RD to move the question.

Motion:

VOTED BY MAJORITY, to indefinitely postpone the subject matter of Article 17.

***A motion was made by Peggy Broekel, seconded by Richard Jennett to take up Article 23 out of order.

VOTED UNANIMOUSLY, to take up Article 23 at this time

ARTICLE 23
(Police Chief)

To see if the Town will vote to amend the Town of Natick By-Laws by adding a new Article 53, which reads:

Article 53
USE OF RECREATIONAL CONVEYANCES

Section 1 Prohibited Areas of Use
Recreational conveyances, both motorized and non-motorized, including, but not limited to, scooters, skateboards, roller skates, and roller blades may not be used or operated in, on or upon any building owned by the Town of Natick or the stairs and grounds of a building owned by the Town of Natick, except grounds specifically designated for recreational use or operation.

Such recreational conveyances may not be used or operated upon any private building or land where the owner or other person in control of the property has posted a notice prohibiting such use or operation.

Section 2 Hazardous Use Or Operations Prohibited

No person shall use or operate any such recreational conveyance in, on or upon any public way, sidewalk, parking area, or private property where such use or operation is permitted, in such a way that a hazard is created for pedestrians or vehicles. For purposes of this by-law, a hazard exists when a reasonable person could conclude that an injury to a person or damage to property would result from the use or operation of these conveyances in the manner observed.

Section 3 Penalty

Any person using or operating a recreational conveyance in a prohibited area or in a hazardous manner shall be assessed a fine of twenty-five dollars (\$25.00) for a first offense, and fifty dollars (\$50.00) for second and subsequent offenses.

Section 4 Severability

In the event that any provision of this by-law is determined to be illegal or invalid by final judgment of a court of competent jurisdiction, the remaining provisions shall continue in effect to the extent permitted by law;
Or otherwise act thereon.

RECOMMENDATION: By a vote of 13-0-0 on October 9, 2003, the Finance Committee recommends FAVORABLE ACTION with regard to the subject matter of Article 23 as amended:

Positive Action Requires a Majority Vote

The purpose of this article is to amend the Natick By-laws to incorporate a new section setting forth limitations on the use of certain types of conveyances - scooters, skateboards, roller skates, and roller blades.

This article came before the Finance Committee and Town Meeting in past sessions; however, public comment and concern about the breadth of the former proposed article were quite numerous. At its hearing on the currently proposed version of this article, the Finance Committee heard that the Police Chief, Board of Selectmen and the Youth Advisory Board felt for the most part that the joint effort of these office holders had been reasonably sufficient in getting the issues raised in past proposed articles. However, Finance Committee members were concerned by the possibility that this article could impose regulations which could be contrary to Natick Public School policy and authority.

To that end, the Finance Committee amended the text of the article which would effectively exclude such regulation of recreational conveyances on school property. We provide the amended language below for your perusal:

Proposed amended Article 23:

Article 23 USE OF RECREATIONAL CONVEYANCES

Section 1 Prohibited Areas of Use

Recreational conveyances, both motorized and non-motorized, including, but not limited to, scooters, skateboards, roller skates, and roller blades may not be used or operated in, on or upon any non-school building owned by the Town of Natick or the stairs and grounds of a non-school building owned by the Town of Natick, except grounds specifically designated for recreational use or operation. Such recreational conveyances may not be used or operated upon any private building or land where the owner or other person in control of the property has posted a notice prohibiting such use or operation.

Section 2 Hazardous Use Or Operations Prohibited

No person shall use or operate any such recreational conveyance in, on or upon any public way, sidewalk, parking area, or private property where such use or operation is permitted, in such a way that a hazard is created for pedestrians or vehicles. For purposes of this by-law, a hazard exists when a reasonable person could conclude that an injury to a person or damage to property would result from the use or operation of these conveyances in the manner observed.

Section 3 Penalty

Any person using or operating a recreational conveyance in a prohibited area or in a hazardous manner shall be assessed a fine of twenty-five dollars (\$25.00) for a first offense, and fifty dollars (\$50.00) for second and subsequent offenses.

Section 4 Severability

In the event that any provision of this by-law is determined to be illegal or invalid by final judgment of a court of competent jurisdiction, the remaining provisions shall continue in effect to the extent permitted by law;

Or otherwise act thereon.

Town officials and other interested parties should be available to answer Town Meeting Member questions.

A motion was made by Peggy Broekel, seconded by Darlene Perry to amend Article 23 by inserting at the end of Section 3 Penalty the following: "As an alternative to the monetary penalty, violators may, upon mutual agreement with the police department, elect to perform, for a first offense, eight hours community service, and sixteen hours community service for second and subsequent offenses. Such community service shall be at the direction of the Natick Police Department".

VOTED UNANIMOUSLY, to amend Article 23 as printed above.

Motion:

VOTED BY MAJORITY, that the Town amend the Natick Town By-laws by adding a new Article 23, as amended, which reads:

USE OF RECREATIONAL CONVEYANCES

Section 1 Prohibited Areas of Use

Recreational conveyances, both motorized and non-motorized, including, but not limited to, scooters, skateboards, roller skates, and roller blades may not be used or operated in, on or upon any non-school building owned by the Town of Natick or the stairs and grounds of a non-school building owned by the Town of Natick, except grounds specifically designated for recreational use or operation. Such recreational conveyances may not be used or operated upon any private building or land where the owner or other person in control of the property has posted a notice prohibiting such use or operation.

Section 2 Hazardous Use Or Operations Prohibited

No person shall use or operate any such recreational conveyance in, on or upon any public way, sidewalk, parking area, or private property where such use or operation is permitted, in such a way that a hazard is created for pedestrians or vehicles. For purposes of this by-law, a hazard exists when a reasonable person could conclude that an injury to a person or damage to property would result from the use or operation of these conveyances in the manner observed.

Section 3 Penalty

Any person using or operating a recreational conveyance in a prohibited area or in a hazardous manner shall be assessed a fine of twenty-five dollars (\$25.00) for a first offense, and fifty dollars (\$50.00) for second and subsequent offenses. As an alternative to the monetary penalty, violators may, upon mutual agreement with the police department, elect to perform, for a first offense, eight hours community service, and sixteen hours community service for second and subsequent offenses. Such community service shall be at the direction of the Natick Police Department.

Section 4 Severability

In the event that any provision of this by-law is determined to be illegal or invalid by final judgment of a court of competent jurisdiction, the remaining provisions shall continue in effect to the extent permitted by law;

THE FOREGOING AMENDMENT TO THE TOWN BY-LAWS WHICH WERE APPROVED BY THE ATTORNEY GENERAL ON NOVEMBER 21, 2003. POSTED IN ALL TEN PRECINCTS AND THE TOWN BULLETIN BOARD AND IN THE TWO NATICK POST OFFICES ON DECEMBER 8, 2003 ACCORDING TO MGL CHAPTER 40, SECTION 32.

A motion was made by Josh Ostroff, seconded by Jeanne Williamson Ostroff to take Article 24 out of order at this time.

VOTED BY DECLARED 2/3RD to take up the subject matter of Article 24 at this time

ARTICLE 24
Special rules for the Motion to Dissolve
(Joshua Ostroff, et al)

To see if the Town will vote to amend Article 3 of the Town of Natick By-Laws in order to delete or modify special rules pertaining to the motion to dissolve. Currently, such special rules (1) permit a motion to dissolve to be in order when there may be unfinished business at Town Meeting and (2) raise the quantum of vote to dissolve above the standard specified in the Town's parliamentary manual, Town Meeting Time.

RECOMMENDATION: By a vote of 13-0-0 on September 16, 2003, the Finance Committee recommends FAVORABLE ACTION as amended with regard to the subject matter of Article 24:

Positive Action Requires a Majority Vote

The purpose of this article is to amend the Natick By-laws in such a way that the rules pertaining to the motion to dissolve at Town Meeting proceedings are amended to permit debate at the time of a motion to dissolve, and that such vote shall require a majority vote of Town Meeting Members voting at the time of the motion.

The Finance Committee heard testimony that the intent of this article is to "ensure that petitioners to ... representative Town Meeting are afforded the opportunity for their matter to be addressed, and that members are likewise afforded the opportunity for motions, questions and debate" on such matters. The Finance Committee voted affirmatively on this premise, even though some members commented that Town Meeting has in the past acted in a manner that would afford matters of importance (in their minds) to be heard.

A motion was made by Paul Griesmer, seconded by Kristine Van Amsterdam to indefinitely postpone the subject matter of Article 24.

INDEFINITE POSTPONEMENT LOSES.

Motion:

VOTED BY MAJORITY, to amend Article 3 of the Town of Natick By-Laws as follows:

1. Delete Section 11 in its entirety.
2. In the table entitled "PRECEDENCE OF MOTIONS" in the first row pertaining to the motion "Adjourn or dissolve", in the "Vote Required" column, change the words "2/3 Majority" to the word "Majority".

THE FOREGOING AMENDMENT TO THE TOWN BY-LAWS WHICH
WERE APPROVED BY THE ATTORNEY GENERAL ON NOVEMBER 21,
2003. POSTED IN ALL TEN PRECINCTS AND THE TOWN BULLETIN
BOARD AND IN THE TWO NATICK POST OFFICES ON DECEMBER 8,
2003 ACCORDING TO MGL CHAPTER 40, SECTION 32.

Having taken Articles 23 and 24 out of order, Town Meeting will return to Article 18 for deliberation and vote.

ARTICLE 18
(Anthony P. Lista, et al)

To see if the Town will vote to revise the Natick School's busing policy with regard to the \$500 family cap to include all citizens of the community in the "capping" policy without regard for special conditions, or take any other action relative thereto.

Purpose

To take action to change the current busing policy which excludes certain members of the community from the "cap maximum".

Rationale

The current policy is not uniform, fair or equitable to citizens of our community.

The current bus policy requires a \$250/per student bus fee for students who live 2 or more miles from the school. The policy further provides a per family cap of \$500 for the fee-based bus service provided for students who use a single bus to/from a single ride location, regardless of the number of family members who require bus services. i.e. a family with 4 children who require bus services would pay the same fee as a family with 2 children.

Exceptions to this family cap are:

- a. Families in shared custodial parental arrangements are required to pay an extra \$125 per student for each additional bus ride needed.
- b. Families who require drop offs or pickups for daycare or other family matters, are required to pay an extra \$125 per student for each additional bus ride needed.

Note: A Shared custody arrangement with 2 children or a family requiring alternative care arrangements for 2 children would be required to pay \$750, \$250 more than a family with 4 children.

RECOMMENDATION: By a vote of 9-3-0 on September 25, 2003, the Finance Committee recommends FAVORABLE ACTION with regard to the subject matter of Article 18: Positive Action Requires a Majority Vote

The purpose of this article is to seek the Town meeting's vote to revise the Natick School Committee's policy with regard to the fees recently implemented as "bus fees". Specifically, this article seeks to revise such policy by capping the amount paid by any family at \$500.00. The Finance Committee heard testimony from the article's proponent. Given the information provided at the public hearing, the Finance Committee makes its recommendation.

A motion was made by Paul Griesmer, seconded by Diane Packer to amend the motion by inserting after the words "\$500.00 family cap should include" the following ."All children in court ordered joint custody arrangements".

A motion was made by Frederick Coburn, seconded by David Coffey to refer the subject matter of Article 18 to the School Committee.

A motion was made by Peter Golden, seconded by Kristine Van Amsterdam to indefinitely postpone the subject matter of Article 18.

REFERRAL LOSES.

COUNTED VOTE: 55 YES, 52 NO TO INDEFINITELY POSTPONE THE SUBJECT MATTER OF ARTICLE 18.

A motion was made by Ken Goldman, seconded by Peggy Broekel to adjourn.
10:35 P.M. ADJOURNED.

A record of the second session of the Annual
Fall Town Meeting of 2003.

s/Jane M. Hladick
Town Clerk of Natick

ANNUAL FALL TOWN MEETING
THIRD SESSION
OCTOBER 28, 2003

7:31 P.M. Meeting called to order by the Moderator who declared there was a quorum present.

On October 28, a substitute motion was offered for Article 1, Motion E as follows:

A motion was made by Karen Foster, seconded by Frederick Coburn move that the Town vote to appropriate the sum of \$500,000 to be expended under the direction of the Town Collector and the School Committee for the purpose of a Trash Fee Rebate and a School Bus Transportation Fee Rebate as follows:

Town Collector	\$300,000
School Committee	\$200,000

And that the sum of \$500,000 be raised from Free Cash.

A motion was made by Frank Foss, seconded by Carol Gloff to refer the subject matter of Article 1, motion E regarding the \$300,000 to Town Collector for Trash Fee Rebate and to refer the subject matter of Article 1, motion E regarding \$200,000 to School Committee for Bus Fees Rebate.

A motion was made by Milton Gilbert, seconded by Dight Crain to Indefinitely Postpone the subject matter of Article 1, Motion E.

A motion was made by Tom Morris, seconded by Dight Crain to move the question

VOTED BY DECLARED 2/3RD to move the question.

There are three motions on the floor. Main Motion as amended, Indefinite Postponement and Referral. Referral is first.

COUNTED VOTE: 83 YES, 39 NO to refer the subject matter of Article 1, motion E to the Town Collector and School Committee.

A motion was made by Paul Griesmer, seconded by Henry Haugland that the following Resolution be entered into the official record of this town meeting.

RESOLUTION

1) Whereas Article 5 of the Natick Town Charter clearly states that budgets and financial policies for the Town are to be presented to Town Meeting for their decision and whereas Town Meeting is the established authority to decide questions of proposed appropriations and proposed financial policies,

2) Whereas the accuracy, completeness, integrity and quality of the information presented are essential to the proper functioning of Town Meeting,

3) Whereas recent revelations concerning the Sassamon Trace Golf Course, the Town's debt schedule, and the FY03 proposed budget, among other items, clearly indicate material problems with the accuracy completeness, integrity and quality of the information provided to Natick Town Meeting,

4) Whereas these material problems have significantly and adversely effected the capital and operating budgets of the Town and prevented Town Meeting from full and proper exercise of its rights and duties on an adequately informed basis,

5) Whereas Article 5 Section 5 of the Natick Town Charter requires that the proposed budget and financial policies from the Town Administrator's office "make use of modern concepts of fiscal presentation so as to furnish a maximum amount of information and the best financial controls",

6) Whereas the format and level of information presented in the budget has not been updated in over 10 years and does not provide adequate information for Town Meeting to understand the true cost of each Town service,

7) Whereas the inadequate level of information and presentation in the proposed budget prevents Town Meeting members from exercising their discretion and decision make authority over the Town's budget and financial policies on a fully informed basis,

8) Whereas the commendable but thus far lone efforts and perspectives of the new Town Administrator are not sufficient to address the scope and scale of the forgoing problems on an expedited basis and change the culture that has created them while also managing the Town,

9) Whereas Town Meeting has a responsibility to ensure, for itself, and to demonstrate, for its part, to the Town that prompt, corrective measurers are being taken to ensure the accuracy, completeness, integrity and quality of information it receives and acts upon, independent of any steps that might or might not be taken by others,

10) Whereas the Finance Committee, under Article 23 of the Natick By Laws, is the investigative and study committee of Town Meeting for the budget and all warrant articles and whereas the Finance Committee is empowered under Section 5 of Article 23 of the By Laws to "investigate the books, accounts and management of the Town" and "employ experts and other assistance.....advisable for that purpose"

Now be it resolved that Fall 2003 Natick Town Meeting hereby directs that

A) The Finance Committee conduct an independent and objective examination, benchmarking the best practices study to address the foregoing concerns

B) The Finance Committee employ an outside professional independent and objective regional accounting firm knowledgeable in town finances and best practices to assist in and conduct this study

C) The results of said study be provided by mail to Town Meeting Members immediately upon completion and preferably at least two weeks before the close of the warrant for Spring 2004 Town Meeting

And Be it further Resolved that Fall 2003 Natick Town Meeting requests that the

D) Finance Committee include the Town Administrator, Philip Lemnios, and the Chair of the Board of Selectmen, Jeff Stern, specifically be included as participants with the Finance Committee in the aforementioned study consistent with the provisions of Section 5 of Article 5 which permit "other assistance" so as to coordinate the conduct and results of this study with such reviews or actions the Board of Selectmen might consider

And that the study, without limitation, identify

E) Specific ways in which the quality, integrity, accuracy and completeness of financial information submitted to Town Meeting can be improved and assured for each type of financial warrant article

F) Benchmarks of "modern concepts of fiscal presentation so as to furnish a maximum amount of information and the best financial controls"

G) Best practices of other communities in the Commonwealth

H) Potential improvements to the format, presentation and level of information to improve understanding, to identify the full cost of each Town service, promote more meaningful questions from Town Meeting members and facilitate the development of amendments or alternatives by Town Meeting members

I) Specific ways in which compliance with the letter and spirit of both the Charter and the By Laws, pertaining to information provided to Town Meeting, and be improved and made more effective

And such other matters as may be advisable and beneficial consistent with the intent of this resolution.

VOTED BY MAJORITY to enter this Resolution into the official record of this Town Meeting.

ARTICLE 19
(Board of Selectmen)

To see if the Town will vote to authorize the Board of Selectmen to acquire two parcels of land owned now or formerly by the Commonwealth of Massachusetts containing approximately 1.09 acres, located at the southwesterly corner of the intersection of Speen Street and Route 9;

to see what sum of money the Town will vote to appropriate for the purposes of this article; to determine how said appropriation shall be raised, whether by transfer from available funds, borrowing or otherwise; to see if the Town will vote to authorize the Board of Selectmen to apply for and receive on behalf of the Town grants, gifts or donations for the purposes of this article from federal, state or private sources; to authorize the Board of Selectmen to execute all documents and to take any action necessary to accomplish the purposes of this article; or otherwise act thereon.

RECOMMENDATION: By a vote of 12-0-0 on September 23, 2003, the Finance Committee recommends FAVORABLE ACTION with regard to the subject matter of Article 19:

RECOMMENDATION: By a vote of 6-0-0 the Planning Board recommends FAVORABLE ACTION with regard to the subject matter of Article 19
Positive Action Requires a 2/3 Vote

The purpose of this article is to authorize the Board of Selectmen to acquire two parcels of land adjacent to the West Natick Fire Station. This matter has been before the Finance Committee in past years. Due to the property being owned by the Commonwealth of Massachusetts and their process to sell such, the conveyance of the property had been delayed for some time. Approvals have now been formalized and Town Meeting needs to give its consent for the Selectmen to proceed with the purchase of the property.

Specifically, the purchase of this property will expand and make more proficient the access to and from the West Natick Fire Station and permit roadway improvements to Speen Street at or near the Hartford Street intersection. The current improvement plans would decrease the fire response times to businesses west of Speen Street along Route 9, which are located on the northerly side of Route 9. The Town's Community Development Director provided preliminary plans that would enhance access as well as alter the lighting scheme and access of the Speen Street and Hartford Street intersection. Many of these changes will enhance the safety of commuters traversing this intersection, as well as the West Natick Fire Department staff.

The Town's Community Development staff should be available to answer Town Meeting Member questions.

Motion:

VOTED BY DECLARED 2/3RD, to appropriate the sum of \$32,500 to be expended under the direction of the Board of Selectmen and the Town Administrator for the purpose of acquiring two parcels of land owned now or formerly by the Commonwealth of Massachusetts containing approximately 1.09 acres, located at the southwesterly corner of the intersection of Speen Street and Route 9.

And that the sum of \$32,500 be raised from the following sources:

Receipts Reserved:	
Traffic Lights Speen Street/Superior Drive	\$19,681.69
TJX Traffic/Transportation	\$12,818.31

ARTICLE 20
(Town Administrator)

To see if the Town will vote to authorize the Board of Selectmen to grant to the Town of Framingham a conservation restriction, on such terms as the Board of Selectmen determines to be in the best interests of the Town of Natick, regarding a portion of a parcel of land located off Morency Street and Pumpkin Pine Road in Natick. Said parcel of land contains approximately fourteen and one-half (14.5) acres, is shown on the Town of Natick Assessors' Maps as Map 39, Lot 32A, and is presently owned by the Town of Framingham. Approximately thirteen (13) acres of said parcel would be conveyed to the Town of Natick by a gift for conservation purposes subject to the foregoing conservation restriction; or otherwise act thereon.

RECOMMENDATION: The Finance Committee recommends NO ACTION with regard to the subject matter of Article 20:

NO ACTION TAKEN ON ARTICLE 20.

A motion was made by Marshall Lebowitz, seconded by Bill Gath to reconsider the vote taken on Article 1, Motion D and to split motion D into two parts. First part being Motion D-1 sections B,C,D,E & G and the second part being D-2 the summary of funding.

VOTED UNANIMOUSLY, to reconsider Article 1, Motion D and to split Motion D into two parts as printed above.

VOTED UNANIMOUSLY, motion D-1 Sections B,C,D,E &G.

VOTED UNANIMOUSLY, motion D-2 Summary of Funding

ARTICLE 21
(Planning Board)

To see if the Town will vote to amend Section III-E – Downtown Mixed Use District, DM of the Town of Natick Zoning By-Laws by creating a new section 4 after III-E.3.f to read as follows, or otherwise act thereon:

4. DESIGN REVIEW BOARD

A. PURPOSE

It is the intent of this Section to provide detailed review of exterior alterations made to structures having substantial impact on the Natick Downtown Mixed Use District, to prevent blight, to enhance the natural and aesthetic qualities of the Downtown, to conserve the value of land and buildings, and to protect and preserve the historic and cultural heritage of the Downtown and its surrounding neighborhoods.

B. DESIGN REVIEW BOARD COMPOSITION

For the purposes of this Section III-E.4, the Design Review Board shall be appointed by the Planning Board and the Natick Board of Selectmen to consist of five (5) Town residents as follows:

1. A member of the Planning Board or designee,
2. A person appointed by the Planning Board qualified by training and experience in Landscape design,
3. A person appointed by the Planning Board qualified by training and experience in Architecture design,
4. A person appointed by the Board of Selectmen who serves on the Historic Commission,
5. A person appointed by the Board of Selectmen who serves on a Downtown Business organization.

Members shall serve for three (3) years or until their successors are appointed.

C. AUTHORITY AND SPECIFIC POWERS

The Design Review Board shall review requests for sign permits, new construction, or any other exterior alterations or modifications to a building, with the exception of single- and two-family dwellings, that require a building permit. It shall evaluate such requests based on Part D – Design Criteria of this section. Approval from this Design Review Board must be granted before issuance of a building permit. A written determination must be made within thirty (30) days after the filing of the application or such further time as the applicant may in writing allow. Its findings, along with any restrictions and/or conditions, shall be submitted in writing to the Special Permit Granting Authority. These comments may also be incorporated in the recommendations of the Planning Board to the Special Permit Granting Authority. All decisions and reports of the Design Review Board shall be advisory only.

D. DESIGN CRITERIA

The Design Review Board shall review requests for Special Permits under this Section based on the following standards:

1. Preservation and enhancement of landscaping. The landscape shall be preserved in its natural state, insofar as practicable, by minimizing tree and soil removal, and any grade changes shall be in keeping with the general appearance of neighboring developed areas.
2. Relation of buildings to environment. Proposed development shall be related harmoniously to the terrain and to the use, scale, and architecture of existing buildings in the vicinity that have functional or visual relationship to the proposed building. Proposed buildings shall be related to their surroundings with respect to:
 - a. height
 - b. street façade
 - c. rhythm of solids and voids
 - d. spacing of buildings or signs
 - e. materials, textures, and color
 - f. roof slopes
 - g. scale

3. Open space. All open space (landscaped and usable) shall be designed to add to the visual amenities of the area by maximizing its visibility for persons passing the site or overlooking it from nearby properties.
4. Signs and advertising devices. The size, location, design, color, texture, lighting, and materials of signs and advertising devices shall be in harmony with significant architectural features of existing and proposed buildings and structures and with surrounding properties.
5. Heritage. Removal or disruption of historic, traditional or significant uses, structures, or architectural elements shall be minimized insofar as practicable, whether these exist on the site or on adjacent properties.

E. DESIGN GUIDELINES HANDBOOK

The Design Review Board shall publish and make available to the public on request a booklet of guidelines based on the specific Design Criteria cited in Part D to effectuate the purposes of this Section.

RECOMMENDATION: By a vote of 14-0-0 on October 9, 2003, the Finance Committee recommends REFERRAL TO THE PLANNING BOARD with regard to the subject matter of Article 21:

RECOMMENDATION: By a vote of 6-0-0 the Planning Board recommends Favorable Action with regard to the subject matter of Article 21.
Positive Action Requires a 2/3 Vote

The purpose of this article is to amend the Natick Zoning By-laws and constitute a committee of the Town to be known as The Design Review Board. The Planning Board and Community Development Director presented background on this committee's purpose. Upon review, the Planning Board made substantive changes to the manner in which the committee would be constituted and the standards which the prospective board will use in their plan review.

This board is a preliminary review body, which will make recommendations after review of plans submitted by a person wishing to make exterior alterations to non-single family and non-two family dwelling units within the Natick Downtown Mixed Use District.

The Finance Committee heard public testimony purporting that the proposed board would be an additional layer of review that currently constituted boards already conduct. At this time, the Finance Committee feels that there is a need for the Planning Board to present a final draft of the proposed committee article.

A motion was made by Andrew Meyer, seconded by Milton Gilbert for a positive motion as printed in the handout from the Planning Board.

A motion was made by Frederick Coburn, seconded by Henry Haugland to amend Section 4.C Authority and Specific Powers. At the end of the first sentence add the words "or any permit for a fence".

AMENDMENT LOSES.

A motion was made by Milton Gilbert, seconded by Bonnie Rosenthal to amend the Planning Board hand out as follows:

- a) In section 4.C by adding the words “or Permit Granting Authority” at the end of the third sentence.
- b) In section 4.C by adding the words “or Permit Granting Authority” at the end of the fifth sentence.
- c) In section 4.C by adding the words “or Permit Granting Authority” at the end of the sixth sentence.

VOTED BY MAJORITY, to amend the Planning Board handout motion as printed above.
NEW VERSION

Motion:

VOTED BY DECLARED 2/3RD, to amend Section III-E – Downtown Mixed Use District, DM of the Town of Natick Zoning By-Laws by creating a new section 4 after III-E.3.f to read as follows, or otherwise act thereon:

4. DESIGN REVIEW BOARD

A. PURPOSE

It is the intent of this Section to provide detailed review of exterior alterations made to structures having substantial impact on the Natick Downtown Mixed Use District, to prevent blight, to enhance the natural and aesthetic qualities of the Downtown, to conserve the value of land and buildings, and to protect and preserve the historic and cultural heritage of the Downtown and its surrounding neighborhoods.

B. DESIGN REVIEW BOARD COMPOSITION

For the purposes of this Section III-E.4, the Design Review Board shall be appointed by the Planning Board and the Natick Board of Selectmen to consist of five (5) Town residents as follows:

- 1. A member of the Planning Board or designee,
- 2. A person appointed by the Planning Board qualified by training and experience in Landscape design,
- 3. A person appointed by the Planning Board qualified by training and experience in Architecture design,
- 4. A person appointed by the Board of Selectmen who serves on the Historic Commission,
- 5. A person appointed by the Board of Selectmen who serves on a Downtown Business organization.

Members shall serve for three (3) years or until their successors are appointed, except that the members listed under paragraphs 2 and 4 above shall serve for two (2) years in their initial term, and the member listed under paragraph 3 above shall serve for one (1) year in his or her initial term.

C. AUTHORITY AND SPECIFIC POWERS

The Design Review Board shall review requests for sign permits, new construction, or any other exterior alterations or modifications to a building, with the exception of single- and two-family dwellings, that require a special permit or variance. It shall evaluate such requests based on Part D – Design Criteria of this section. All requests must be submitted to the Design Review Board prior to application to the Special Permit Granting Authority or Permit Granting

Authority. A written determination must be made within thirty (30) days after the filing of the application or such further time as the applicant may in writing allow. Its findings, along with any restrictions and/or conditions, shall be submitted in writing to the Special Permit Granting Authority or Permit Granting Authority. These comments may also be incorporated in the recommendations of the Planning Board to the Special Permit Granting Authority or Permit Granting Authority. All decisions and reports of the Design Review Board shall be advisory only.

D. DESIGN CRITERIA

The Design Review Board shall review requests for Special Permits under this Section based on the following standards:

1. Preservation and enhancement of landscaping. The landscape shall be preserved in its natural state, insofar as practicable, by minimizing tree and soil removal, and any grade changes shall be in keeping with the general appearance of neighboring developed areas.
2. Relation of buildings to environment. Proposed development shall be related harmoniously to the terrain and to the use, scale, and architecture of existing buildings in the vicinity that have functional or visual relationship to the proposed building. Proposed buildings shall be related to their surroundings with respect to:
 - a. height
 - b. street façade
 - c. rhythm of solids and voids
 - d. spacing of buildings or signs
 - e. materials, textures, and color
 - f. roof slopes
 - g. scale
3. Open space. All open space (landscaped and usable) shall be designed to add to the visual amenities of the area by maximizing its visibility for persons passing the site or overlooking it from nearby properties.
4. Signs and advertising devices. The size, location, design, color, texture, lighting, and materials of signs and advertising devices shall be in harmony with significant architectural features of existing and proposed buildings and structures and with surrounding properties.
5. Heritage. Removal or disruption of historic, traditional or significant uses, structures, or architectural elements shall be minimized insofar as practicable, whether these exist on the site or on adjacent properties.
6. The Design Review Board may, in its discretion, determine and apply additional Design Criteria that further the purposes of this bylaw.

E. DESIGN GUIDELINES HANDBOOK

The Design Review Board shall publish and make available to the public on request a booklet of guidelines based on the specific Design Criteria cited in Part D to effectuate the purposes of this Section.

THE FOREGOING AMENDMENT TO THE TOWN ZONING BY-LAWS WHICH WERE APPROVED BY THE ATTORNEY GENERAL ON NOVEMBER 21, 2003. POSTED IN

ALL TEN PRECINCTS AND THE TOWN BULLETIN BOARD AND IN THE TWO NATICK POST OFFICES ON DECEMBER 8, 2003 ACCORDING TO MGL CHAPTER 40, SECTION 32.

ARTICLE 22
(Board of Selectmen)

To see if the Town of Natick will amend its Zoning By-Laws by creating a new overlay district, Housing Overlay Option Plan (HOOP) by amending the Town of Natick Zoning By-Laws in the following manner:

ITEM 1: Rewrite Section 108 – PURPOSE OF AFFORDABLE HOUSING DEVELOPMENT PROGRAM to read as follows:

Within the purposes expressed in Section 100 and in Massachusetts General Laws Chapter 40A, the particular intent of these By-Laws relating to the elective inclusionary overlay zoning in all residential districts and the Housing Overlay Option Plan (HOOP) district is to increase the production of housing units affordable to persons of low and moderate income. Affordable housing may be created by employing the incentives offered under these overlay zoning districts which is intended to encourage utilization of the Town's remaining developable land in a manner consistent with local housing policies and needs, and to encourage new housing developments to contain a proportion of the housing units affordable to persons of low and moderate income by offering bonuses of increased density to encourage the creation of such housing. Accordingly, the goals of this development program are to: increase the supply of housing in the Town that is available to and affordable by low and moderate income households; to encourage a greater diversity of housing accommodations to meet the needs of family households and other Town residents; and to promote a reasonable mix and distribution of housing opportunities in residential neighborhoods throughout the Town.

ITEM 2: Add the following to the end of Section II-A. Types of Districts:

“Housing Overlay Option Plan (HOOP)”

ITEM 3: Insert a new Section II-B.7.d. to follow Section II-B.7.c., to read as follows:

“7.d. There shall be a Housing Overlay Option Plan (HOOP) District within the following described areas:

- BEGINNING at a point located at the intersection of Washington Avenue and Middlesex Avenue and proceeding in an easterly direction along Middlesex Avenue to the intersection with North Main Street; thence turning and proceeding in a northerly direction along North Main Street to the intersection of Mechanic Street; thence turning and proceeding in a westerly direction along Mechanic Street, extended to the centerline of the CSX Rail Line tracks; thence turning and proceeding in a northerly direction approximately 165 feet along the railroad to LaGrange Street, extended; thence turning and proceeding in a westerly direction along LaGrange Street to the intersection of Washington Avenue; thence turning and proceeding in a southerly direction along Washington Avenue to the point of BEGINNING.

- BEGINNING at a point located at the intersection of Washington Street and South Avenue and proceeding in an easterly direction along South Avenue to the intersection of South Avenue and Dewey Street; thence turning and proceeding to the southwesterly corner of Assessor's Map 44, Lot 312; thence proceeding along the southerly boundary of said parcel (approximately 238 feet); thence turning in a northerly direction following along the eastern boundary of said parcel (approximately 137 feet); thence turning in a westerly direction following along the northern boundary of said parcel and continuing in a westerly direction along the southern boundary of land now or formerly owned by the CSX Rail Road Corporation for approximately 590 feet; thence turning in a northerly direction, crossing the railroad, for approximately 210 feet, along the western boundary of Assessor's Map 44, Lot 399; thence turning in a westerly direction along North Avenue to the intersection of Washington Street; thence turning in a southerly direction along Washington Street to the point of BEGINNING."

ITEM 4: Insert a new section III-A.6.B- to follow III-A.6.A-6- to read as follows:

B- HOUSING OVERLAY OPTION PLAN (HOOP)

1. PURPOSE

The purpose of this overlay district is to enhance the public welfare by increasing the production of Dwelling units affordable to persons and households of Low-income and moderate-income. In order to encourage utilization of the Town's remaining developable land in a manner consistent with local housing policies and needs, the Town encourages new housing developments to contain a proportion of the dwelling units affordable to persons or households of low-income and moderate-income. The new district is a proactive approach to reducing "sprawl" and can be considered "smart growth" by developing land that is under utilized and is located in an urban center downtown Natick with public transportation. The Town of Natick also encourages MGL Chapter 40B development to take place in this district. Accordingly, the provisions of this Section are designed:

- a. To increase the supply of housing in the Town of Natick that is available to and Affordable by low-income and Moderate-Income households;
- b. To encourage a greater diversity of housing accommodations to meet the diverse needs of Families and other Town residents;
- c. To promote a reasonable mix and distribution of housing opportunities in residential neighborhoods and in downtown Natick.
- d. To help people who, because of rising land and housing prices, have been unable to obtain suitable housing at an affordable price.

2. APPLICABILITY

The provisions of this section may be utilized by any new development located within the Housing Overlay Option Plan (HOOP) district, subject to the requirements and standards set forth in this Section.

The Housing Overlay Option Plan (HOOP) is defined and bounded as shown on the Town of Natick Zoning Map as the Housing Overlay Option Plan (HOOP) district. This district consists of two locations in downtown Natick.

Said Housing Overlay Option Plan (HOOP) is superimposed over all districts established by this Bylaw and the regulations related to the Housing Overlay Option Plan (HOOP) district are in addition to all other regulations set forth in this By-Law. Where requirements and standards within the Housing Overlay Option Plan (HOOP) district, as set forth in this section differ from or conflict with the requirements and standards of the remainder of the By-Law, the requirements and standards established for the Housing Overlay Option Plan (HOOP) shall prevail.

The Housing Overlay Option Plan (HOOP) includes parcels of land which are not located in a residential district and where residential uses are not otherwise allowed. For the purpose of utilizing the provisions of this section to generate affordable housing, but under no other circumstances, residential uses shall be permitted on such parcels. All dimensional provisions shall also be set forth under this section

3. NUMBER OF DWELLING UNITS

The maximum number of dwelling units allowed in the Housing Overlay Option Plan (HOOP) district with lots having required frontage on Middlesex Avenue, North Avenue, and South Avenue shall equal the “Net Land Area” within the parcel divided by 2500 square feet then rounded to the nearest whole number. At least twelve percent (12%) of this total number of dwelling units shall be Affordable Housing Units as defined in Section 200 herein (see also the definition of Subsidized Housing herein).

The maximum number of dwelling units allowed in the remaining areas of the Housing Overlay Option Plan (HOOP) district shall equal the “Net Land Area” within the parcel divided by 3,500 square feet then rounded to the nearest whole number. One affordable housing unit per development shall be provided under this section. Each such affordable housing unit shall contain at least two (2) or more bedrooms designed for family occupancy, and shall be substantially the same as the market rate units, as set forth in Section III-A.6; or in the alternative the developer may choose to make a gift in the amount of five percent (5%) of the sale price of all/each unit to the Town of Natick to be used by the Town for affordable housing purposes, all subject to the approval of the Special Permit Granting Authority.

4. INTENSITY REGULATIONS

Minimum lot area	10,500 square feet
Continuous frontage	minimum of 50 feet
Minimum depth	100 feet
Minimum setback, front	15 feet
Minimum side-yard setback	5 feet
Minimum rear-yard setback	5 feet
Maximum building coverage	50%
Maximum building height	3 & ½ stories or 40 feet

5. AFFORDABILITY

It is mandatory that a percentage of dwelling units in the (HOOP) district be sold, rented, or leased at prices and rates that are affordable to low-income and moderate-income individuals, as more specifically set forth in the following:

Affordable Housing shall be determined in accordance with the definition of Subsidized Housing found in Section 200. All Affordable Housing units that are built shall be provided for sale through the Natick Housing Corporation or any similar organization, as determined by the Planning Board.

Basic Affordability Component – At least 12% of the units in the (HOOP) district, rounded to the nearest whole number, shall be for Affordable Housing units unless otherwise stated.

Affordability Standards – Subject to Special Permit Granting Authority, an applicant for a (HOOP) special permit may utilize any available State or Federal assistance program or shall meet the Affordable Housing unit requirements by utilizing income and asset standards, and by establishing rents, leases, sales prices, entry fees, condominium fees, and other costs for individuals that are generally consistent with available Affordable Housing assistance programs.

Affordability Restrictions – affordable units shall be maintained in perpetuity. Each affordable unit shall be rented or sold to its initial and all subsequent buyers or tenants subject to deed riders, restrictive covenants, contractual agreements, or other mechanisms restricting the use and occupancy, rent levels, sales prices, resale prices, and other cost factors to assure their long term affordability. These restrictions shall be in force for such maximum time as may be permitted under applicable state law governing such restrictions. They shall be enforceable and renewable by the Town of Natick through standard procedures provided by applicable law.

The Special Permit Granting Authority may require that the restrictions for affordable units contain a right of first refusal to the Town of Natick or its designee at the restricted resale value, and that the owner provides notice of such right of first refusal to the Special Permit Granting Authority or its designee prior to selling or reselling the affordable unit with such reasonable time as the Special Permit Granting Authority may determine in its discretion for the town or its designee is necessary to exercise the right of first refusal.

Nothing in this Section shall be construed to cause eviction of an owner or tenant of an Affordable Housing unit due to loss of his/her income eligibility status during the time of ownership or tenancy. Rather, the restrictions governing an Affordable Housing unit shall be enforced upon resale, re-rental, or release of the Affordable Housing unit. The mechanisms and remedies to enforce the restrictions governing an Affordable Housing unit upon resale, re-rental, or release shall be set forth in its deed restrictions.

All contractual agreements with the Town of Natick and other documents necessary to insure the long term affordability of an affordable unit shall be executed prior to the issuance of any building permit under this option.

The exterior of the affordable units shall be compatible with, and as much as possible indistinguishable from, market-rate dwelling units in the HOOP district development.

Local Preference – Unless otherwise regulated by an applicable Federal or State agency under a financing or other subsidy program, at least fifty percent (50%) of the Affordable Housing units shall be initially offered to residents and employees of the Town of Natick. Residency

and employment in Natick shall be established through Town Clerk certification based on the Town Census, voter registration, or other acceptable evidence approved by the Town Clerk.

Purchaser/tenant selection – Procedures for the selection of purchasers and/or tenants shall be subject to regulations adopted by the Special Permit Granting Authority.

These restrictions shall be in force for one hundred and twenty (120) days from the date of the first offering of sale or rental of a particular affordable unit.

6. BUILDING DESIGN CRITERIA

All buildings and structures shall be approved by the Design Review Board and shall be designed, located and constructed to afford the following:

- a. Compatibility of architectural styles, scales, building materials and colors within the development;
- b. Variations in façade, roof lines and interior layouts of dwelling units, including the design of units that are handicapped accessible;
- c. Harmonious relationship of buildings and structures to each other and their environs with adequate light, air, circulation, privacy and separation; and
- d. The capability for constant surveillance, orientation and recognition; to this end, and in lieu of providing conventional street lighting, individual building lot front yards and other areas along roadways not fronting building lots and approaches to common-use buildings and structures, shall be provided with architecturally compatible street-level-type lamp post lighting necessary to provide safety, security and visual indications, as determined by the Special Permit Granting Authority.

RECOMMENDATION: By a vote of 13-0-0 on September 25, 2003, the Finance Committee recommends REFERRAL TO THE PLANNING BOARD, BOARD OF SELECTMEN AND ZONING BOARD OF APPEALS with regard to the subject matter of Article 22:

RECOMMENDATION: By a vote of 6-0-0 the Planning Board recommends Referral to the Planning Board for further study and review.

Positive Action Requires a 2/3 Vote

The purpose of this article is to incorporate an overlay district in specific areas of the Town, so that residential development may occur in such areas. The Planning Board, Community Development Director and Selectmen presented the substantive portion of this article. Specifically two areas of the Natick Downtown Area are being designated under the prospective Housing Overlay Option Plan (HOOP). The areas are located north of South Street and north of Middlesex Avenue. Each area is currently occupied by light industrial businesses and some multi-unit dwellings.

Under the HOOP article four goals are being sought:

1. increase the supply of housing in the Town of Natick that is available to and affordable by low-income and moderate-income households;
2. encourage a greater diversity of housing accommodations to meet the diverse needs of families and other Town residents;
3. promote a reasonable mix and distribution of housing opportunities in residential neighborhoods and in downtown Natick.
4. help people who, because of rising land and housing prices, have been unable to obtain suitable housing at an affordable price.

Town officials should be available to answer Town Meeting Member questions.

The sponsors of the article asked that the matter be referred to provide an opportunity for the proposed overlay district by-law to be heard and a wide range of comments to be incorporated into the final proposed article, which is planned to be presented to Town Meeting next spring. The Finance Committee provided their input to the article finding concern for traffic and density issues, and the need to incorporate more open space and/or green-space areas. However, regarding the concept and intent of the article, the Finance Committee members who commented spoke favorably toward the proposed overlay district.

Motion:

VOTED UNANIMOUSLY, to refer the subject matter of Article 22 to the Planning Board, Selectmen and Zoning Board of Appeals.

ARTICLE 25
(Board of Selectmen)

To see if the Town will vote to authorize the Board of Selectmen to petition the General Court to enact legislation in substantially the following form, provided that the General Court may reasonably vary the form and substance of the requested legislation within the scope of the general public objectives of this petition.

AN ACT RELATIVE TO THE SAFE PLACEMENT OF NEWBORNS AND INFANTS
IN THE TOWN OF NATICK

Whereas, the General Court finds and declares that a serious public emergency exists with respect to the safety and health of newborns and infants in the Town of Natick due to parents that abandon them; and

Whereas, unless parents of newborns or infants are not protected from prosecution for their abandonment of a newborn or infant then the incidents of newborns discarded into trash receptacles or abandoned in public places will continue to occur; and

Whereas, the serious public emergency should be met by the Commonwealth of Massachusetts immediately, with due regard for the rights and responsibilities of the Town of Natick.

Therefore this act is declared to be in the public interest.

Section 1. Acceptance of Newborns and Infants Placed by Parents or Lawful Agents of Parents with Authorized Employees of Designated Facilities,

Notwithstanding the provisions of any general or special law to the contrary and in order to promote the public good, any newborn or infant child seven (7) days of age or younger ("newborn or infant" or "child") may be voluntarily placed with a hospital emergency room licensed under general laws chapter 111, section 51 in the Town of Natick ("designated facility"), or left at a police station in the Town of Natick, or fire station in the Town of Natick for transport to such hospital emergency room (by activating the EMS system) by a parent of a newborn or infant or by a legal agent of said parent. A voluntary placement under these provisions shall not constitute an automatic termination of parental rights or an abrogation of parental rights or responsibilities but shall, for purposes of authorizing the Massachusetts Department of Social Services ("department") to initiate a petition to terminate parental rights under general laws chapter 210, be presumed to be an abandonment of the newborn or infant that has been so placed. A hospital emergency room receiving a newborn or infant shall immediately notify the department of the placement of a newborn or infant ("notice").

Each hospital emergency room in the Town of Natick shall designate members of the emergency room staff authorized ("authorized employee") to take physical custody of a newborn or infant under these sections, and one (1) such nurse shall be on duty during regular business hours. Each hospital emergency room shall designate an area in the emergency room where physical custody of a newborn or infant may be taken. Each police station in the Town of Natick and fire station in the Town of Natick, to the greatest practical extent that does not interfere with the primary functions of the police station or fire station, shall be authorized to activate the EMS system for the purpose of transfer to the hospital emergency room on receipt of physical custody of a newborn or infant under these sections.

Authorized employees at designated facilities or of the EMS system shall make every effort to solicit the following information from the parent or lawful agent who is placing the newborn or infant: (1) the name of the child, (2) the name and address of the parent placing the child, (3) name and address of the parent absent from the placement of the child for the purposes of notification and protection the absent parent's constitutional rights with regard to parenting, (4) name and address of the person leaving the child, if not a parent, (5) the location of the child's birthplace, (6) the medical histories of the child and parents including, but not limited to, birth and medical records, if available, and (7) any other information that might reasonably assist the department or the courts of the Commonwealth in current and future determinations of the best interests of the child, including whether or not the parent plans to seek future custody of the child. The authorized employee receiving the newborn or infant shall encourage the parent or lawful agent of the parent to provide the requested information in order to ensure that the child's best interests are served, but the parent or lawful agent is not required to provide such information. The designated facilities shall maintain copies of forms and records, if any, collected or created as a result of placements made under these sections, and shall adhere to all applicable laws, rules and regulations regarding the confidentiality of such forms and records provided, however, that all information pertaining to the medical history of the newborn infant or its parents shall be forwarded by the designated facilities to the department in order to facilitate the safe and permanent placement of a child by the department.

These authorized employees shall provide and offer to the parent or lawful agent a numbered identification bracelet. The bracelet shall be used to link the parent to the child for identification purposes only and shall not be construed to authorize the person in possession of the bracelet to take custody of the child on demand. If parental rights have not been terminated, possession of a bracelet linking the parent or agent to a newborn or infant left with an authorized employee shall create a rebuttable presumption that the parent or lawful agent has standing to participate in a custody hearing for the child but shall not create a presumption of maternity, paternity or custody.

Envelopes containing the above information (pamphlet, medical history for, and identification bracelet) shall be provided to all fire and police stations in Natick for distribution as needed.

Section 2. Placement of Newborns and Infants by Parents or Lawful Agents of Parents with Authorized Employees of Designated Facilities.

The act of leaving an unharmed newborn or infant with an authorized employee of a designated facility does not, by itself, constitute a basis for a finding of abuse or neglect of the child pursuant to the laws of the Commonwealth, nor does it, by itself, constitute a violation of criminal statutes for child abuse and neglect or for abandonment under General Laws chapter 119, section 39 when there is additional evidence that the person who left the child intended that the child be safe from physical injury or harm. If there is suspected child abuse or neglect that is not based solely on the newborn or infant having been left with an authorized employee of a designated facility in compliance with these sections, the personnel of the designated facilities who are mandated reporters under General Laws, chapter 119, section 51A must report the abuse or neglect.

Section 3. Information Program

Subject to funding as set forth below, there shall be a public information program regarding the procedures stated in these sections including, but not limited to, the development of a pamphlet describing these aforesaid procedures, the rights and responsibilities of parent(s) and extended family members, the legal consequences of placement of a newborn or infant into foster care, the relevant telephone numbers of the department or its agents or other methods of communication with the department, and family preservation services available.

Such a public information program shall be funded by such grants and donations as may be available from the United States Department of Health and Human Services pursuant to the Promoting Safe and Stable Families Program or other sources.

Section 4. Harmonious Construction.

This act shall be construed harmoniously with any other general or special law such that all such legislation effectively provides the greatest level of safety for newborns and infants and the greatest level of equity and fairness to parents and lawful agents.

Section 5. Severability.

If any provision of these sections or the application of such provision to any person or circumstance shall be held invalid, the validity of the remainder of these sections and the applicability of such provision to other persons or circumstances shall not be affected thereby.

Section 7. Effective Date.

This act shall take effect upon its passage.

RECOMMENDATIONS: The Finance Committee recommends Favorable Action with regard to the subject matter of Article 25:

Positive Action Requires a Majority Vote

Motion:

VOTED BY MAJORITY, to authorize the Board of Selectmen to petition the General Court to enact legislation in substantially the following form, provided that the General Court may reasonably vary the form and substance of the requested legislation within the scope of the general public objectives of this petition.

A motion was made by Ken Goldman, seconded by Bill Chenard to adjourn.

10:40 P.M. ADJOURNED.

A record of the Third and Final Session
Of the Annual Fall Town Meeting of 2003

s/Jane M. Hladick
Town Clerk of Natick

WARRANT
FOR
SPECIAL TOWN ELECTION
DECEMBER 16, 2003

THE COMMONWEALTH OF MASSACHUSETTS

Middlesex, ss

To any Constable of the Town of Natick in said County:

Greeting:

In the name of the Commonwealth of Massachusetts you are hereby required to notify the qualified voters of the said Town of Natick to meet:

The voters of Precinct 1	in Kennedy Middle School
The voters of Precinct 2	in Cole Recreational Bldg.
The voters of Precinct 3	in Kennedy Middle School
The voters of Precinct 4	in Wilson Middle School
The voters of Precinct 5	in Wilson Middle School
The voters of Precinct 6	in Lilja School
The voters of Precinct 7	in Lilja School
The voters of Precinct 8	in Natick Senior High School
The voters of Precinct 9	in Morse Institute Library
The voters of Precinct 10	in Memorial School

TUESDAY, THE SIXTEENTH DAY OF DECEMBER, 2003

from 7:00 A.M. to 8:00 P.M. for the following purpose:

QUESTION #1

TO SEE IF THE TOWN WILL VOTE TO AMEND ARTICLE 10 OF THE TOWN OF NATICK BY-LAWS BY ADDING A NEW SECTION 5, WHICH READS:

THE SELECTMEN SHALL PROVIDE AND MAINTAIN UNDER THEIR CARE AND SUPERVISION, SOME SUITABLE METHOD FOR FREE PUBLIC DISPOSAL FOR THE INHABITANTS OF THE TOWN TO DEPOSIT ASHES, CINDERS, PAPERS AND OTHER REFUSE AND RUBBISH IN ACCORDANCE WITH SUCH RULES AND REGULATIONS AS THE SELECTMEN MAY FROM TIME TO TIME MAKE.

And you are directed to serve this warrant by causing an attested copy of said warrant to be published once in the newspaper called "The Metrowest Daily News", said publication to be November 25, 2003 you are also directed to post attested copied of said Warrant at the following locations in said Natick to wit: The Kennedy Middle School, Mill Street, Precinct 1; Fire Station, Speen Street, Precinct 2; Roche Brothers, West Central Street, Precinct 3; White Hen Pantry, North Main Street, Precinct 4; Wilson Middle School, Precinct 5; East Natick Fire Station, Precinct 6; Bacon Street Farm, Precinct 7; Senior High School, Precinct 8; Natick Town Hall, Precinct 9

and Fire Station, South Natick, Precinct 10.

Above locations being at least one public place in each Precinct in the Town of Natick and in two Natick Post Offices fourteen days at least before DECEMBER 16, 2003

Given under our hands this 24th day of NOVEMBER, A.D., 2003

s/Jeffrey A. Stern
JEFFREY A. STERN

s/John Ciccariello
JOHN CICCARIELLO

s/Jay H. Ball
JAY H. BALL

s/Charles M. Hughes
CHARLES M. HUGHES

s/Paul R. McKinley
PAUL R. MCKINLEY

BOARD OF SELECTMEN

OFFICER'S RETURN

COMMONWEALTH OF MASSACHUSETTS

NATICK, NOVEMBER 25, 2003

Middlesex, ss

By virtue of this Warrant I have notified the qualified voters of the Town of Natick to meet at the times, places and for the purposes within specified by posting attested copies of said Warrant at the several locations and places therein designated for that purpose, on Tuesday November 25, 2003 also by causing an attested copy of said Warrant to be published in the newspaper called "The Metrowest Daily News", this newspaper published in the said Town of Natick in the issue dated November 25, 2003

s/Sebastian F. Grupposo
Constable

PROCEEDINGS

Natick, December 16, 2003

Meeting opened in all Ten Precincts at 7:00 A.M. with the usual legal formalities.

QUESTION 1

To see if the Town will vote to amend Article 10 of the Town of Natick By-Laws by adding a new Section 5, which reads:

SECTION 5: WASTE REMOVAL

The Selectmen shall provide and maintain under their care and supervision, some suitable method for free public disposal for the inhabitants of the town to deposit ashes, cinders, papers and other refuse and rubbish in accordance with such rules and regulations as the Selectmen may from time to time make.

TOTAL NUMBER OF BALLOTS CAST

TOTAL VOTE BY PRECINCT											
	<u>1</u>	<u>2</u>	<u>3</u>	<u>4</u>	<u>5</u>	<u>6</u>	<u>7</u>	<u>8</u>	<u>9</u>	<u>10</u>	<u>TOTALS</u>
	150	631	480	427	593	585	659	502	549	655	5231
YES	72	183	124	93	173	168	174	153	160	153	1453
NO	78	448	356	334	420	417	485	349	389	502	3778
BLANK	0	0	0	0	0	0	0	1	0	0	1

A Record of the Proceedings of the
Special Town Election held on December 16, 2003

S/Jane M. Hladick
TOWN CLERK OF NATICK

THE COMMONWEALTH OF MASSACHUSETTS
DEPARTMENT OF REVENUE
TAX RATE RECAPITULATION

of

NATICK

City or Town

FISCAL 2003

I. TAX RATE SUMMARY

1a. Total amount to be raised (from 11a)

\$ 89,421,308.95

1b. Total estimated receipts and other revenue sources (from 111c)

35,282,474.85

1c. Tax levy (1a minus 1b)

\$ 54,138,834.10

1d. Distribution of Tax Rates and levies

CLASS	(b) Levy percentage (from LA-5)	(c) IC above times each percent in col (b)	(d) Valuation by class (from LA-5)	(e) Tax Rates (c) / (d) x 1000	(f) Levy by class (d) x (e) / 1000
Residential	75.5052%	40,877,634.96	3,317,988,750	12.32	40,877,621.40
Exempt					
Open Space	0.0000%	0.00	0		
Commercial	21.5786%	11,682,402.46	948,247,500	12.32	11,682,409.20
Exempt					
Industrial	1.3586%	735,530.20	59,704,100	12.32	735,554.51
SUBTOTAL	98.4424%		4,325,940,350		53,295,585.11
Personal	1.5578%	843,266.48	68,445,535	12.32	843,248.99
TOTAL	100.0000%		4,394,385,885		54,138,834.10

Board of Assessors of

NATICK

City or Town

12/5/2002

Date

508-647-6420

Tel. No.

Do Not Write Below This Line — For Department of Revenue Use Only

Reviewed By

PETER ZONA

Date

12-10-02

Approved:

Director of Accounts

Date

This form approved by
Commissioner of Revenue

II. Amounts to be raised

IIa. Appropriations (col. (b) through col. (e) from Page 4) \$ 87,242,676.85

IIb. Other amounts to be raised

1. Amounts certified for tax title purposes	<u>5,000.00</u>
2. Debt and interest charges not included on page 4	<u> </u>
3. Final court judgments	<u> </u>
4. Total overlay deficits of prior years	<u> </u>
5. Total cherry sheet offsets (see cherry sheet 1-ER)	<u>325,623.00</u>
6. Revenue deficits	<u> </u>
7. Offset receipts deficits Ch. 44, Sec. 53E	<u> </u>
8. Authorized deferral of teachers' pay	<u> </u>
9. Snow and ice deficit Ch. 44 Sec. 31D	<u> </u>
10. Other (specify on separate letter)	<u>150,892.00</u>

TOTAL IIb (Total lines 1 through 10) 481,515.00

IIc. State and county cherry sheet charges (C.S. 1-EC cols. 1 and 2) 856,228.00

IId. Allowance for abatement and exemptions (overlay) 1,090,891.10

IIe. Total amount to be raised (Total IIa through IId) \$ 89,671,308.95 *RPalmer*

III. Estimated receipts and other revenue sources

IIIa. Estimated receipts - State

1. Cherry sheet estimated receipts (C.S. 1-ER Total) \$	<u>11,996,836.00</u>
2. Cherry sheet overestimates (C.S. 1-EC Part E col. 3)	<u> </u>

TOTAL IIIa 11,996,836.00

IIIb. Estimated receipts - Local

1. Local receipts not allocated (Page 3, col. (b), Line 23)	<u>9,048,000.00</u>
2. Offset receipts (See Schedule A-1)	<u>0.00</u>
3. Enterprise funds (See Schedule A-2)	<u>11,162,060.00</u>
4. Community preservation funds (See Schedule A-4)	<u>0.00</u>

TOTAL IIIb 20,210,060.00 *RPalmer (Pg 3 Column b)*

IIIc. Revenue sources appropriated for particular purposes

1. Free cash (Page 4, col. (c))	<u>1,685,261.66</u>
2. Other available funds (Page 4, col. (d))	<u>1,640,316.99</u>

TOTAL IIIc 3,325,578.65 *RPalmer (Pg 4 Column c)*

IIId. Other revenue sources appropriated specifically to reduce the tax rate

1. a. Free cash...appropriated on or before June 30, 2002	<u> </u>
b. Free cash...appropriated on or after July 1, 2002	<u> </u>
2. Municipal light source	<u> </u>
3. Teachers' pay deferral	<u> </u>
4. Other source :	<u> </u>
TOTAL IIId	<u>0.00</u>

IIIe. Total estimated receipts and other revenue sources
(Total IIIa through IIId)

\$ 35,532,474.65

IV. Summary of total amount to be raised and total receipts from all sources

a. Total amount to be raised (from IIe)	\$ <u>89,671,308.95</u>
b. Total estimated receipts and other revenue sources (from IIIe)	\$ <u>35,532,474.65</u>
c. Total real and personal property tax levy (from Ic)	\$ <u>54,138,834.10</u>
d. Total receipts from all sources (total IVb plus IVc)	\$ <u>89,671,308.95</u>

LOCAL RECEIPTS NOT ALLOCATED *

	(a) Actual Receipts Fiscal 2002	(b) Estimated Receipts Fiscal 2003	
1. Motor vehicle excise	\$ 4,156,492.83	\$ 3,500,000.00	
2. Other excise	751,424.00	600,000.00	550,000.00
3. Penalties and interest on taxes and excises	340,806.32	300,000.00	
4. Payments in lieu of taxes	12,289.54	12,000.00	RPL
5. Charges for Services - water	8,050,150.00	See Enterprise	
6. Charges for Services - sewer	6,093,635.00		
7. Charges for Services - hospital			
8. Charges for Services - trash disposal		1,500,000.00	
9. Other charges for services	35,031.44	20,000.00	
10. Fees	722,512.53	440,000.00	
11. Rentals	244,181.05	244,000.00	
12. Departmental revenue - Schools			
13. Departmental revenue - Libraries			
14. Departmental revenue - Cemeteries			
15. Departmental revenue - Recreation			
16. Other departmental revenue	113,330.00	107,000.00	
17. Licenses and permits	396,337.82	350,000.00	
18. Special assessments	807,221.14	700,000.00	
19. Fines and forfeits	196,724.89	50,000.00	
20. Investment income	384,184.31	375,000.00	
21. Miscellaneous recurring (please specify)	812,779.67	700,000.00	
22. Miscellaneous non-recurring (please specify)		R/S Tax Per Chap 59 Sec 4D	
23. TOTALS	\$ 18,229,327.38	\$ 9,098,000.00	9048,000

I hereby certify that the actual receipts as shown in column (a) are, to the best of my knowledge correct and complete, and I further certify that I have examined the entries made on page 4 of the fiscal 2003 tax rate recapitulation form by the City or Town Clerk and hereby acknowledge that such entries correctly reflect the appropriations made and the sources from which such appropriations are to be met.

12/4/02 [Signature] (308) 642-6437
Date Accountant/Auditor Tel. No.

Do not include receipts in columns (a) or (b) that were voted by the City/Town Council or Town Meeting as offset receipts on Schedule A-1, enterprise funds on Schedule A-2, or revolving funds on Schedule A-3. Written documentation must be submitted to support increases / decreases of estimated receipts to actual receipts.

→ Written documentation must be submitted to support increases/decreases of FY2002 estimated receipts to FY2003 estimated receipts to be used in calculating the municipal revenue growth factor.

THE COMMONWEALTH OF MASSACHUSETTS
DEPARTMENT OF REVENUE
FISCAL 2003 TAX LEVY LIMITATION FOR
NATICK
FOR BUDGET PLANNING PURPOSES

Page:1

Date:12/12/02 12:39:05

I. TO CALCULATE THE FY 2002 LEVY LIMIT

A. FY 2001 Levy Limit	49,430,917
A1 ADD Amended FY 2001 Growth	0
B. ADD (IA + IA1) * 2.5 %	1,235,773
C. ADD FY 2002 New Growth	825,252
D. ADD FY 2002 Override	0
E. FY 2002 Subtotal	51,491,942
F. FY 2002 Levy Ceiling	102,117,691

I. ~~51,491,942~~
FY 2002 Levy Limit

II. TO CALCULATE THE FY 2003 LEVY LIMIT

A. FY 2002 Levy Limit from I.	51,491,942
A1 ADD Amended FY 2002 Growth	0
B. ADD (IIA + IIA1) * 2.5 %	1,287,299
C. ADD FY 2003 New Growth	742,483
D. ADD FY 2003 Override	0
E. FY 2003 Subtotal	53,521,724
F. FY 2003 Levy Ceiling	109,659,647

II. ~~53,521,724~~
FY 2003 Levy Limit

**III. TO CALCULATE THE FY 2003
MAXIMUM ALLOWABLE LEVY**

A. FY 2003 Levy Limit from II.	53,521,724
B. FY 2003 Debt Exclusion(s)	639,000
C. FY 2003 Capital Expenditure Exclusion(s)	0
D. FY 2003 Other Adjustment	0
E. FY 2003 Water / Sewer	0
F. FY 2003 Maximum Allowable Levy	54,160,724

taxf1

**BUREAU OF ACCOUNTS
SCHEDULE A-2
ENTERPRISE FUNDS CH.44 S.53F 1/2 et al
NATICK**

City or Town

Golf and Recreational Facility

Type of enterprise fund/statutory reference

1. Enterprise revenues & available funds

User charges
Connection fees
Other departmental revenue
Investment income
Total revenues
Retained earnings appropriated **
Other enterprise available funds
Specify: _____

(a) FY2002 Actual Revenues	(b) FY2003 Estimated Revenues
\$ 491,001.67	\$ 672,820.00
895.33	
491,897.00	672,820.00
Total revenues and available funds	Total revenues and available funds
\$ 491,897.00	\$ 672,820.00

To Recap pg 2,
Part IIIB, line 3

* Written documentation should be submitted to support increases/decreases of estimated revenues to actual revenues.

** Retained earnings should be certified by the Director of Accounts prior to appropriation.

I hereby certify that the amount of retained earnings reported in Part I column(b) correctly reflects the votes of town meeting/city council.

John R. Hendrick
Clerk

12/5/02
Date

I hereby certify that the actual revenues as shown in part 1 column (a) are to the best of my knowledge correct and complete.

Stephen J. Williams
Accounting Officer

12/4/02
Date

We hereby attest that the revenues itemized above have not been used as a revenue source elsewhere on the Tax Rate or Pro Forma recap.

James J. D'Angelo *Shirley E. Adams* *Debra J. G. L...*
Board of Assessors Date 12/5/02

2. Total costs appropriated

a. Costs appropriated in the enterprise fund

Salaries and wages	\$	
Expenses		672,820.00
Capital outlay		
Reserve Fund		
Other:—>		

Total costs appropriated in enterprise fund \$ 672,820.00

b. Costs appropriated in general fund (to be transferred to the enterprise fund)

Health insurance	\$	
Pensions		
Shared employees		
Shared facilities		
Other:—>		
Other:—>		

Total costs appropriated in general fund \$ 0.00

Total Costs \$ 672,820.00

3. Calculation of general fund subsidy (see instructions)


Revenue & available funds	\$	672,820.00	(part 1, col. b)
less: Total costs		672,820.00	(part 2)
less: Prior year deficit		150,892.00	To Recap pg. 2
			Part III
(Negative represents general fund subsidy)	\$	-150,892.00	

4. Sources of funding for costs appropriated in the enterprise fund


a. Revenue and available funds	\$	672,820.00	(to Recap pg 4
b. Taxation			col e)
c. Free cash			
d. Non-Enterprise Available Funds			

Total Sources of Funding for Costs Appropriated in the Enterprise Fund (must equal total part 2a)

\$ 672,820.00


John Ciccarriello


Board of Commissioners
Charles Hughes


Paul McKinley

**BUREAU OF ACCOUNTS
SCHEDULE A-2
ENTERPRISE FUNDS CH.44 S.53F 1/2 et al
NATICK**

City or Town

Water and Sewer

Type of enterprise fund/statutory reference

1. Enterprise revenues & available funds

User charges
Connection fees
• Other departmental revenue
• Investment income
Total revenues
Retained earnings appropriated **
Other enterprise available funds
Specify: _____

(a) FY2002 Actual Revenues	(b) FY2003 Estimated Revenues
\$ 9,143,785.00	\$ 10,010,000.00 *
9,143,785.00	10,010,000.00
	479,240.00
\$ 9,143,785.00	\$ 10,489,240.00


Total revenues and available funds

To Recap pg 2,
Part IIIB, line 3

* Written documentation should be submitted to support increases/decreases of estimated revenues to actual revenues.

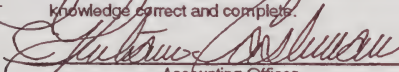
** Retained earnings should be certified by the Director of Accounts prior to appropriation.

I hereby certify that the amount of retained earnings reported in Part I column(b) correctly reflects the votes of town meeting/city council.


Clerk

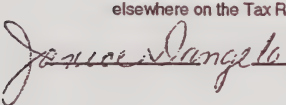
12-5-02
Date

I hereby certify that the actual revenues as shown in part 1 column (a) are to the best of my knowledge correct and complete.


Accounting Officer

12/4/02
Date

We hereby attest that the revenues itemized above have not been used as a revenue source elsewhere on the Tax Rate or Pro-Forma recap

 Board of Assessors

 12/5/02
Date

2. Total costs appropriated

a. Costs appropriated in the enterprise fund

Salaries and wages	\$	1,414,564.00
Expenses		907,130.00
Capital outlay		430,000.00
Reserve Fund		0.00
Other:—> <u>MWRA Assessment</u>		3,602,225.00

Total costs appropriated in enterprise fund \$ 6,353,919.00

b. Costs appropriated in general fund (to be transferred to the enterprise fund)

Health insurance	\$	228,395.00
Pensions		601,932.00
Shared employees		1,027,568.00
Shared facilities		546,964.00
Other:—> <u>Debt Service</u>		1,686,712.00
Other:—> <u>Reserve Fund</u>		43,750.00

Total costs appropriated in general fund \$ 4,135,321.00

Total Costs \$ 10,489,240.00

3. Calculation of general fund subsidy (see instructions)

Revenue & available funds	\$	10,489,240.00	(part 1, col. b)
less: Total costs		10,489,240.00	(part 2)
less: Prior year deficit		0.00	To Recap pg. 2
			Part IIB
(Negative represents general fund subsidy)	\$	0.00	


4. Sources of funding for costs appropriated in the enterprise fund

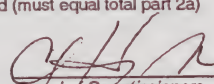
a. Revenue and available funds	\$	6,353,919.00	(to Recap pg 4)
b. Taxation		4,135,321.00	col e)
c. Free cash			
d. Non-Enterprise Available Funds			


Total Sources of Funding for Costs Appropriated in the Enterprise Fund (must equal total part 2a)

\$ 10,489,240.00

MUST EQUAL TOTAL PART 2A


John Ciccarriello


Charles Hughes


Paul McKinley

Board of Commissioners

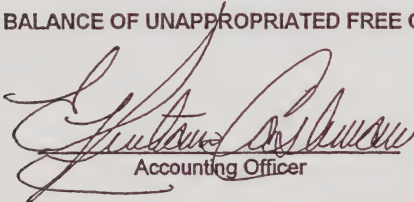
BUREAU OF ACCOUNTS
SCHEDULE B-1
FREE CASH CERTIFICATION AND APPROPRIATION
NATICK
City or Town

PART I

1. 7/1/2001 FREE CASH CERTIFICATION	\$ 3,584,494.00
ADD:	
2. FREE CASH UPDATE	
TOTAL	<u>3,584,494.00</u>
SUBTRACT FREE CASH APPROPRIATED FROM THIS CERTIFICATION:	
3. FY2002 RECAP	<u>2,066,508.00</u>
4. FY2003 RECAP	<u>1,283,993.27</u>
BALANCE OF UNAPPROPRIATED FREE CASH	<u><u>\$ 233,992.73</u></u>

PART II

1. 7/1/2002 FREE CASH CERTIFICATION	\$ 4,337,157.00
ADD:	
2. FREE CASH UPDATE	
TOTAL	<u>4,337,157.00</u>
SUBTRACT FREE CASH APPROPRIATED FROM THIS CERTIFICATION:	
3. FY2003 RECAP	<u>401,269.00</u>
BALANCE OF UNAPPROPRIATED FREE CASH	<u><u>\$ 3,935,888.00</u></u>


Accounting Officer 12/5/03
Date

**DEPARTMENT OF REVENUE
BUREAU OF ACCOUNTS
CLASSIFICATION TAX ALLOCATION**

NATICK
City or Town

Return to: Bureau of Accounts, Boston, Springfield, Worcester

1. The selected Residential Factor is ----- 1.000000

If you desire each class to maintain 100% of its full value tax share,
Indicate a residential factor of "1" and go to question 3.

2. In computing your residential factor, was a discount granted to Open Space?

Yes ----- No X

If Yes, what is the percentage discount? -----

3. Was a residential exemption adopted?

Yes ----- No X

If Yes, please complete the following:

Class I Total Assessed Value	=		X		=	
Class I Total Parcel Count*				Selected Res. Exemption %		Residential Exemption

* Include all parcels with a Mixed-Use Residential designation

Applicable number of parcels to receive exemption -----

4. Was a small commercial exemption adopted?

Yes ----- No X
% Selected -----

If Yes, please complete the following:

No. of parcels eligible -----
Total value of parcels -----
Total value to be exempted -----

5. The following information was derived from the LA-7. Please indicate in column D percentages (accurate to 4 digits to the right of the decimal point) which result from your selected residential factor. (If a residential factor of "1" has been selected, you may leave Column D blank.)

A	B	C	D
Class	Certified Full and Fair Cash Value	Percentage Full Value Shares of Total Tax	New Percentage Shares of Total
1. Residential	3,317,988,750	75.5052%	75.5052%
2. Open Space	0	0.0000%	0.0000%
3. Commercial	948,247,500	21.5786%	21.5786%
4. Industrial	59,704,100	1.3586%	1.3586%
5. Personal Property	68,445,535	1.5576%	1.5576%
Totals	4,394,385,885	100.0000%	100.0000%

6. I hereby attest that notice was given to taxpayers that a public hearing on the issue of adopting the tax levy percentages for fiscal year 2003 would be held 11/18/2002 (date), 7:00 PM (time), at Natick Town Hall (place), by Metrowest Daily News Legal Notice and Town Hall Posting (describe type of notice).

City/Town Clerk

7. We hereby attest that 11/18/2002 (date) 7:00 PM (time), at Natick Town Hall (place) a public hearing was held on the issue of adopting the percentages for fiscal year 2003, that the Board of Assessors presented information and data relevant to making such determination and the fiscal effect of the available alternatives at the hearing and that the percentages set forth above were duly adopted in public session on 11/18/2002 (date).
8. We have been informed by the Assessors of excess levy capacity \$21,890.00

For cities: City Councilors, Aldermen, Mayor

For towns: Board of Selectmen

For districts: Prudential Committee or Commissioners

(LA-5)

Town of Natick
Summary of Revenues Collected
Fiscal Year 2003

General Fund

Property Taxes

Personal Property

Levy of 2003	828,990.70	
Levy of 2002	<u>3,381.56</u>	\$832,372.26

Real Estate

Levy of 2003	52,585,182.33	
Levy of 2002	565,357.01	
Levy of 2001	(2,714.42)	
Levy of Prior Years	<u>(44,025.34)</u>	\$53,103,799.58
 Taxes Per Chapter 41A	 37,375.26	
Tax Titles	<u>131,687.94</u>	\$169,063.20

Motor Vehicle

Motor Vehicle - 2003	2,467,972.52	
Motor Vehicle - 2002	1,094,671.29	
Motor Vehicle - 2001	80,621.51	
Motor Vehicle - Prior Yrs	37,905.91	
Recovered Motor Vehicle	<u>42.41</u>	\$3,681,213.64

Boat Excise

Levy of 2003	<u>6,832.85</u>	\$6,832.85
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Departmental Revenue

Contributory Retirement System	117,797.82	
Advanced Deposits Recreation	432,712.78	
Unreported Revenue Collector	<u>24,489.26</u>	\$574,999.86

Employee Withholdings

Federal Withholdings	6,557,711.76	
State Withholdings	2,163,738.35	
Group Health/Life/Dental Insurance	2,763,629.57	
Deferred Compensation Plans	<u>1,038,296.82</u>	\$12,523,376.50

Other Revenue

Redeposit/Transfer Items	<u>68,359.32</u>	\$68,359.32
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From the Comm of Mass

School Aid

School Aid:		
Chapter 70	4,931,682.00	
Chapter 645 Construction	1,475,035.00	

Town of Natick
Summary of Revenues Collected
Fiscal Year 2003

From the Comm of Mass

State Owned Land	66,587.00
Abatements to Veterans	40,918.00
Abatements to Blind Persons	43,124.00
Abatements to Elderly	76,255.00
Other Taxes Hotel/Motel	653,061.00
School Transportation Program	195,735.00
Veterans Benefits	41,349.99
Additional Assistance	2,071,591.00
Lottery	2,207,372.00

All Other From State:

Municipal Medicaid	100,000.00
Pension Reimbursement COLA	14,812.82
Extended Polling Hours	6,110.00
Quinn Bill Reimbursement	195,598.00
Abandoned Property State	<u>7,537.25</u>

\$12,126,768.06

Local Receipts:

Collector of Revenue

Penalties on Taxes & Excise	29,804.89
Interest on Taxes	127,808.23
Interest on Motor Vehicles	37,292.16
Interest Tax Titles	74,069.53
Interest Betterment's	952.81
Interest Chapter 41A	7,998.53
Interest Boat Excise	2.01

Tax Title Fees	136.90
Municipal Lien Certificates	110,250.00

In Lieu of Tax:

Housing Authority	12,208.40
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Miscellaneous

Tax Per Chapter 59 Sec D Occupancy	358,948.18
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Other Charges for Services:

Police Special Duty Service Charges	33,663.67
Police Detail Recovery	27,037.94
Ambulance Service	752,436.21
Trash Fees	1,621,500.42

Town of Natick
Summary of Revenues Collected
Fiscal Year 2003

Rentals:

Natick District Court	165,996.00
Eliot School	39,263.22
East School	95,066.25

Farm Assistant Salary	18,116.00
Preschool Directory Salary	17,245.00
Registration Fees	12,702.80
Recreation Program Off-set	34,617.00

Other Departmental Revenue

Fines & Forfeits

District Court Fines	249,101.66
Police Restitution	175.00
Parking Fines	58,682.80
Auto Lease Surcharges	5,245.30

General Government

Assessor:

Copies of Records	1,288.40
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Collector:

Registry of Motor Vehicle Fees	5,939.00
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Town Clerk:

Dog License Fees	18,988.00
Miscellaneous Fees	2,450.88
Sale Resident Books	1,684.00

Community Development:

ANR Plans	1,200.00
Books/Maps/Bylaws	3,046.25
Parking Stickers	128,106.50
Permit Research	230.55
Planning Board	12,310.00
Subdivision Filing Fee	200.00

Fire Department

Mass Pike Assistance	7,750.00
Fire Dept Haz Mat Reimb	602.93
Fire Misc Income	1.17
Special Duty Service Charges	2,542.00

Town of Natick
Summary of Revenues Collected
Fiscal Year 2003

Board of Health

Clinic (Flu Shots)	4,393.20
Miscellaneous Copies	19.25
Tobacco Control Grant Reimb	609.01

Neighborhood Bus

Fees	26,661.84
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Police Department

Report Fees	4,842.75
Fingerprints	55.00
Miscellaneous Income	232.00
Solicitor Fees	75.00

Public Works

Maps	680.00
Recycling Bins	1,240.00
Recycled Glass	101.20
Recycled Metal	1,087.73

Selectmen

I-Net Subsidy (Pegasus)	40,000.00
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School Department

Miscellaneous Income	7,507.73
Special Educa Reimb FY'02	4,054.00
Grant Closures	43,841.00
Health Ins Grant Reimbursement	46,667.01

Town Department

Town Miscellaneous Income	10,477.31
Collector Miscellaneous Income	3,078.93

Other Items Unclassified

Cable Franchise Fees	18,106.13
Public Phone Commissions	55.07
General Reinsurance W/Comp	12,168.43
Safety National W/Comp	51,964.21

Interest Earnings:

Investments	121,960.99
Money Market	432,138.35
Interest Premium	231,251.00
Collector	3.93
Deputy Collector	22.46

Town of Natick
Summary of Revenues Collected
Fiscal Year 2003

Licenses & Permits:

Building/Community Development

Alterations	344,709.20
New Buildings	92,155.00
Certificate of Occupancy	1,808.00
Certificate of Inspection	2,624.00
Electrical Permit	98,441.62
Gas Permit	15,906.00
Plumbing Permit	29,720.00
Reinspections	90.00

Town Clerk

Bazaar	100.00
Business Certificates	11,590.00
Birth Certificates	10,001.00
Death Certificates	12,522.00
Gasoline Storage	793.00
Board of Health Fines	1,325.00
Historic District	20.00
Marriage Intentions	3,330.00
Marriage License	2,790.00
Uniform Commercial Code	3,928.70
ZBA Filing Fees	25,588.50

Fire Department

Annual Alarm Box Fees	21,600.00
Various Permits	16,608.00

Board of Health

Bakery Permit	2,250.00
Camp Permit	700.00
Chemical Toilet	25.00
Food Establishment	39,630.00
Food Certificates	1,660.00

Board of Health

Frozen Desert	475.00
Funeral Director	150.00
Household Hazardous Waste	960.00
Ice Rink Certification	75.00
Live Stock	670.00
Massage Permit	6,050.00
Methyl Alcohol	300.00
Milk/Cream	1,552.50

Town of Natick
Summary of Revenues Collected
Fiscal Year 2003

Board of Health

Motel	100.00
Occupancy Inspections	8,210.00
Perc Test/Applications	1,950.00
Rabies Clinic	935.00
Septage Hauler	1,800.00
Septic Installer	2,550.00
Septic System	6,600.00
Site Plan Review	575.00
Sub-Division Plan Review	1,400.00
Swimming Pool	5,155.00
Swimming Pool Installer	1,500.00
Tanning License	450.00
Tobacco Control Permits	975.00
Underground Tank Registry	1,250.00
Underground Tank Removal	450.00
Well Permit	300.00

Police Department

Alarm Violations	1,400.00
Firearm ID's	4,640.00
Work Permits	140.00

Public Works

Sewer Permits	19,750.00
Street Opening Permits	15,100.00
Water Permits	13,300.00

Selectmen:

Automatic Amusement	2,200.00
Class I License	450.00
Class II License	1,600.00
Class III License	100.00
Common Victualer	3,460.00
Daily Entertainment	2,610.00
Liquor License	57,785.00
Sunday Entertainment	3,200.00
Hawkers/Peddlers	20.00
Flammable Storage Permit	75.00
Junk Collector	15.00
Inn Holders	3,925.00
Taxi Cab	160.00
Bowling License	80.00
Grant of Location Fee	9,000.00

Town of Natick
Summary of Revenues Collected
Fiscal Year 2003

Sealer Weights/Measures

Fees	<u>3,800.00</u>	\$6,067,111.64
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School Lunch Program

Commonwealth of Mass	19,487.68	
Federal Government	128,759.45	
Local Receipts	<u>746,255.15</u>	\$894,502.28

Revolving Funds

Natick Public Schools

School Athletic Revolving	154,996.46
Ben-Hem EASEP	6,770.00
Brown EASEP	14,295.00
Lilja EASEP	14,480.00
Adult Education Revolving	156,410.54
School Transportation	302,158.25
Summer School	64,536.00
Textbooks	111.00
Rental of Facilities	108,607.23
Rental Eliot School	54,000.00
Special Education Tuitions	162,060.45
Municipal Medicad	285,713.00
After School Alternative Program	143,968.85
Summer Math Course	4,125.00
Summer Remedial Workshop	9,998.00
School Vandaliism	155.03

Municipal:

Weights/Measures Fines	1,012.50	
Recreation Programs	897,947.08	
Ins Claims >\$20,000	24,387.50	
Ins Claims <\$20,000	31,076.90	
Bulky Waste Pick-Ups	61,631.00	
Composting Bin Program	1,035.00	
Council Aging Transportation	890.00	
Rental Police Trng Center	1,700.00	
Cons Commission Chap 44 53E 1/2	1,500.00	
Rail Link Shuttle	45,690.00	
Community Farm Project	<u>1,166.51</u>	\$2,550,421.30

Federal Grants

Natick Public Schools

SPED Professional Development	11,310.00
PL94-142 SPED Allocation	118,447.00
PL94-142 Early Childhood Allocation	6,353.00

Town of Natick
Summary of Revenues Collected
Fiscal Year 2003

Federal Grants

SPED Corrective Action	6,000.00
Drug Free School District	35,165.00
PL94-142 SPED	631,496.00
Title I	147,904.00
SPED Pgrm Improvement	35,211.00
SPED Early Childhood	31,310.00
Enhanced Educa thru Technology	3,491.00
Drug Free Schools - District	7,020.00
Title V	5,786.00
Teacher Quality	85,375.00
Title V (FY'02)	8,110.00
State Assessment Program	425.00
Early Childhood Training	3,500.00
Mental Hlth Support	3,500.00
SPED - Mddl School Reading	8,750.00
SPED Supplement	6,950.00
50/50 Special Education	92,882.20
Eisenhower State Wide	5,000.00

Municipal:

Public Safety	
Police Youth Grant (New Horizons)	32,811.00
Police Mgmt System	100,000.00
Assist Firefighters Grant	10,155.00
Safe/Drug Free School	50,000.00
PL105-119 LLEBG	10,840.00

Public Works

FEMA Snow Removal	<u>75,899.82</u>	\$1,533,691.02
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State Grants

Natick Public Schools

Smoking Cessation	23,348.00
Community Partnership	234,864.00
Family Network	135,510.00
Summer Academics	30,060.00
Summer Success	16,025.00
Metro Program	272,465.00
Enhanced School Health	56,683.90
Kindergarten Enhancement	300,960.00
Early Intervention Literacy	16,000.00
K-5 Literacy Support	37,500.00
Academic Support Svs	45,756.00
FHSB School Safety Belt	599.00

Town of Natick
Summary of Revenues Collected
Fiscal Year 2003

State Grants

Municipal

Public Safety

Bullet Proof Vests	22,760.00
DARE Fiscal 2002	6,000.00
Governor's Highway Safety	5,988.04
GHSB Speedwatch	5,376.00
Fire Safe Program	1,835.50
Community Policing	57,000.00
Governor Highway Safety	4,211.00
LLEPG Safety Equipment	44,500.00
Fire Public Safety Equipment	41,000.00

Public Works

MWPAT Storm Water Management	232,000.00
Waste to Energy Program	24,739.34
Turn2003	3,230.00

Commissions

Cultural Arts	4,230.00
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Public Libraries

Library Commissioners	42,210.80
M/Library Early Childhood	5,000.00

Human Services

Elder Affairs	<u>28,618.00</u>	\$1,698,469.58
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Receipts Reserved for Appropriation

Parking Meter Revenue	80,883.28	
MBTA Bus Assistance	81,017.06	
Wetlands Protections	4,550.00	
Oil Tank Reserve for Future Debt	26,306.53	
Title V Septic Tanks Future Debt	39,427.25	
Cable Fees License Fee Sec 7.2	<u>15,381.44</u>	\$247,565.56

Capital Projects

From the Commonwealth

Chapter 90 Highway	461,668.08
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Town Appropriations Other Financing Sources

Water Treatment Plant	119,120.00	
Fire Alarms High School	175,000.00	
Sewer East Central Street	<u>276,058.99</u>	\$1,031,847.07

Town of Natick
Summary of Revenues Collected
Fiscal Year 2003

Special Assessments

Apportioned A/T Curb/Street/Sidewalk	12,469.27	
Apportioned A/T Sewer	47,578.13	
Apportioned Curb/Street/Sidewalk Paid in Advance	1,886.70	
Apportioned Sewer Paid in Advance	14,330.76	
Committed Interest 2003	36,166.00	
Committed Interest 2002	20,575.74	
Committed Interest Prior Yrs	85.88	
Unapportioned Sewer Betterment	103,181.63	
Unapportioned Street Betterment	<u>39,798.35</u>	\$276,072.46

Expendable Trust Funds

John B Walcott Interest	<u>5,282.19</u>	\$5,282.19
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Expendable Cemetery Trust Funds

Abraham Bigelow	2.81	
George Beckman	17.60	
Thomas Smith	2.23	
George Cobb	2.80	
Edward Bigelow	2.94	
Collins Morse	252.55	
Henry Wilson	20.00	
Nagle/Fox	<u>5.61</u>	\$306.54

Gifts & Donations

Natick Public Schools

Brown School Donations	100.00
Business Professionals of America	3,190.00
Children First Donations	5,615.80
Eleanor Roosevelt Tech Fellowship	2,000.00
Johnson School Donations	10,000.00
Kennedy Middle School Donations	7,396.76
Memorial School Donations	2,000.00
Metrowest Hsp Grant #505 Schl	166,500.00
Natick High Courtyard Table/Bench	8,039.91
Natick High School Donations	7,408.00
Natick High School Wellness #720	16,187.50
Wilson Math Team	4,600.00
Wilson Middle School Donations	1,396.00
AMA Foundation Grant	1,000.00

Municipal

Ambulance Memorial Fund	30.00
BAA Marathon	20,000.00

Town of Natick
Summary of Revenues Collected
Fiscal Year 2003

Gifts & Donations

Cognex Library Computer Labs	1,500.00	
Commission for the Disabled	3,098.95	
Community Coalition - Walking Program	6,000.00	
Council on Aging Donations	13,500.31	
Elderly/Disabled Taxation Fund	13,613.26	
George Rogers Trust Fund	4.46	
Henry Wilson Shop Maintenance	60.47	
Law Enforcement Trust	441.00	
Library Summer Page Program	3,584.25	
Maria Hayes Town House	707.80	
Maria Hayes Welfare	23.88	
Metrowest Foundation Library Health Plan	17,200.00	
Metrowest Hlth Healthier Natick	20,739.50	
Natick Cultural Council	405.00	
Police Explorer Program	1,000.00	
Sally Spaulding Welfare	23.87	
Tenet Healthcare Public Safety Training	5,000.00	
Tenet H/Care Foundation First Response	2,000.00	
Veterans Oral History Project	5,000.00	
Youth Coordinator Designated Funds	<u>1,899.60</u>	\$351,266.32

Agency Fund

Fire Arms Due State	3,587.50
Copy Center Fees	119.28
Deposit on Bids	18,766.00
Guaranteed Bond Deposits	500.00
Special Duty Police	431,090.17
Special Duty Fire	68,511.76
Conservation Commission	2,679.70
Disability Ins Refund	1,908.75
Annuity Refund	255.00
LMMWC Paramedic Svs	9,062.32
Collector Pass Thru State Water Chgs	1,483.22
Kennedy Family Scholarship	22,000.00
Deputy Collector Fees	5,390.00

Planning Board Fees:

Valvaoline	600.31
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Fire Department Fees:

Boston Scientific	900.00
Home Depot	300.00
Middlesex Savings	1,600.00
Dolphin Restuarant	500.00

Town of Natick
Summary of Revenues Collected
Fiscal Year 2003

Agency Fund

Fire Department Fees:

Select Comfort	300.00
Filene's	300.00
251 West Central St	300.00
Petco	500.00
Macy's	500.00
BJ's Wholesale	800.00
Talbots	500.00
Jordan's Furniture	500.00
7 Tech Circle	500.00
323 Speen Street	500.00
Sears	800.00
Pandolino's	300.00
Stop & Shop	300.00
Clark's Block	300.00
Worcester E-Docks	500.00
24 Prime Park Way	600.00
3 Tech Circle	300.00
Bernardi Honda	800.00
Dunkin Donuts	500.00
Great Western	800.00
Fleet Bank	300.00
Atlantic Management	300.00
South Natick Deli	300.00
Boston Organ	500.00
Plaster Fun Time	300.00
Avenue	500.00
M McKenzie	300.00
Center for the Arts	500.00
Euro Jewels	300.00
Insight Center	500.00
Hess	300.00
New England Spaas	500.00
Town Fair Tire Store	500.00
Dunkin Donuts	300.00
Hollywood Video	500.00
Exponent Inc	500.00
Subway	300.00
East Motions	500.00
Boston Tanning Co	500.00
Rte 9/27 Shopping Center	300.00
Westgate Christian Academy	300.00
251 West Central Street	500.00

Town of Natick
Summary of Revenues Collected
Fiscal Year 2003

Agency Fund

Fire Department Fees:

Pottery Barn	500.00	
TIR NA NOG	500.00	
Minado Resturant	500.00	
Hollster Co	500.00	
Busek Corp	500.00	
RE/Max of New England	500.00	
C&T 181 North Main St	500.00	
Express Car	300.00	
Subdivision 6 Huron Drive	500.00	
Mary Ann Morse	300.00	
SSSG 575 Worcester St	500.00	
The Walking Co	300.00	
Claire's Insight	600.00	
Rampage	500.00	
Dunkin Donuts	500.00	
Dellaria Salon	300.00	
Abercrombie & Fitch	500.00	
Park Street Ice Cream	300.00	
Ecco	300.00	
The Limited	500.00	
Hadlock Law Offices	500.00	
Loehman's	800.00	
Ethan Allen	500.00	
Dunkin Donuts at Home Depot	300.00	
Ann Taylor	<u>500.00</u>	<u>\$599,454.01</u>

Total Receipts for Fiscal Year 2003

\$98,342,775.24

Town of Natick
Report to Assessors of Certain Receipts
For Fiscal Year 2003
Per Mass General Law Chapter 42 Section 59A

State Reimbursements:

Chapter 70	4,931,682.00	
Chapter 645 School Building Assistance	1,475,035.00	
Additional Assistance	2,071,591.00	
Lottery	2,207,372.00	
In Lieu of Taxes Veterans, Blind & Surviving Spouse	160,297.00	
Police Career Incentive	195,598.00	
Transportation School	195,735.00	
Veterans Benefits	41,349.99	
State Owned Land	66,587.00	\$11,345,246.99

Local Receipts:

Motor Vehicle Excise	3,681,213.64	
Other Excise Tax - Hotel	653,061.00	
Payments & Interest Taxes/Excise	388,315.06	
Payments in Lieu of Taxes	12,208.40	\$4,734,798.10

Other Charges for Services:

Trash Fees	1,621,500.42	
Police Special Duty Service Charges	33,663.67	
Ambulance Service	752,436.21	
Rental of Municipal Buildings	300,325.47	
Parks & Recreation	82,680.80	\$2,790,606.57

Other Departmental Revenue:

Fines & Forfeits	313,204.76	
Other Departmental Revenue	464,256.48	
Interest Investments	785,376.73	
Licenses & Permits	927,157.52	
Special Assessments	276,072.46	\$2,766,067.95

Miscellaneous Non-Recurring

Taxes Per Chapter 59 Sec D (Percentage of Occupancy)	358,948.18	\$358,948.18
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Total Estimated Revenue

\$21,995,667.79

Town of Natick
Statement of Free Cash
Fiscal Year 2003

Certified July 1st, 2002	\$4,337,157.00
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Usage:

Annual Fall Town Meeting October 15th, 2002

Article 1 Omnibus Budget Fiscal Year 2003	\$242,393.00
Article 7 Municipal Oil Tank Remediation	\$135,150.00
Article 13 Snow/Ice Deficit	<u>\$23,725.56</u>

Total Usage Fall Annual Town Meeting	\$401,268.56
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Annual Town Meeting April 8, 2003

Article 1 Omnibus Budget Fiscal Yr 2003	\$200,000.00
Article 2 Budget Adjustment Fiscal Year 2003 State Aide Cut	\$410,000.00
Article 3 Omnibus Budget Fiscal Yr 2004 *	\$1,608,000.00
Article 7 Capital Equipment	\$90,000.00
Article 8 Capital Improvement	\$102,000.00
Article 10 Commission for the Disabled	<u>\$3,800.00</u>

Total Usage Spring Annual Town Meeting	\$2,413,800.00
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Remaining Free Cash as of June 30, 2003	<u>\$1,522,088.44</u>
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Town of Natick/Debt Statement
For Fiscal Year 2003
July 1, 2002 - June 30, 2003

Purpose of Loan	Year Issued	Rate of Interest	Outstanding as of July 1, 2002	Paid Through June 30, 2003	Outstanding as of June 30, 2003	Interest Paid Fiscal Year 2003	Due July 1, 2003 Through June 30, 2004 Principal	Due July 1, 2003 Through June 30, 2004 Interest	Maturity Date
Inside Debt Limit:									
Land Acquisition	1992	5.685%	45,000.00	25,000.00	20,000.00	1,645.00	20,000.00	510.00	2003
Land Acquisition	1995	5.621%	1,005,000.00	85,000.00	920,000.00	55,262.50	85,000.00	50,800.00	2014
Morse Institute Library	1996	5.270%	2,010,000.00	160,000.00	1,850,000.00	101,046.24	160,000.00	93,527.00	2015
Brown School	1997	5.625%	4,575,000.00	305,000.00	4,270,000.00	240,568.75	305,000.00	225,777.00	2017
Morse Institute Library	1997	5.625%	2,805,000.00	220,000.00	2,585,000.00	146,418.75	220,000.00	135,749.00	2015
Municipal Complex	1997	5.625%	640,000.00	50,000.00	590,000.00	33,387.48	50,000.00	30,963.00	2015
Lilja School Design	1997	5.625%	250,000.00	20,000.00	230,000.00	13,068.75	20,000.00	12,099.00	2017
Municipal Complex	1998	4.692%	7,500,000.00	500,000.00	7,000,000.00	330,875.00	500,000.00	310,875.00	2017
Lilja School	1998	4.692%	6,699,000.00	422,000.00	6,277,000.00	297,822.75	422,000.00	280,943.00	2018
Morse Library	1998	4.692%	1,875,000.00	125,000.00	1,750,000.00	82,718.75	125,000.00	77,719.00	2017
Sewer Pleasant St/Rockwood/Scarsdale	1998	4.692%	225,000.00	20,000.00	205,000.00	9,823.23	20,000.00	9,024.00	2019
MWPAT Septic Tanks (Title 5) **	1998	Interest Free	138,132.00	7,684.00	130,448.00		7,684.00		
Municipal Complex	1999	4.905%	8,010,000.00	505,000.00	7,505,000.00	368,331.25	505,000.00	345,922.00	2020
Municipal Oil Tanks	1999	4.905%	305,000.00	305,000.00	0.00	6,862.50	0.00		2020
Sewer Various Street	1999	4.905%	670,000.00	40,000.00	630,000.00	31,097.50	40,000.00	29,323.00	2020
Sewer Union Street	1999	4.905%	545,000.00	35,000.00	510,000.00	25,125.00	35,000.00	23,572.00	2020
Sewer Relining	1999	4.905%	225,000.00	75,000.00	150,000.00	8,062.50	75,000.00	4,735.00	2020
Lilja School	1999	4.905%	270,000.00	15,000.00	255,000.00	12,615.00	15,000.00	11,950.00	2020
Land Purchase Bacon Street	1999	4.905%	150,000.00	50,000.00	100,000.00	5,375.00	50,000.00	3,157.00	2020
Ben-Hem School	2000	5.140%	12,540,000.00	660,000.00	11,880,000.00	622,380.00	660,000.00	589,380.00	2021
Sewer Boden Lane	2000	5.140%	464,420.00	50,000.00	414,420.00	22,500.27	50,000.00	18,904.00	2021
Sewer Water/River/Line/Cohns Sis	2000	5.140%	775,580.00	45,000.00	730,580.00	37,576.00	45,000.00	36,423.00	2021
Golf Course	2002	4.938%	2,975,000.00	150,000.00	2,825,000.00	133,215.00	150,000.00	128,725.00	2022
Sewer Lakeshore Rd/Worcester St	2002	4.938%	430,000.00	25,000.00	405,000.00	19,060.00	25,000.00	18,310.00	2022
Sewer Leach Lane	2002	4.938%	210,000.00	15,000.00	195,000.00	9,290.00	15,000.00	8,840.00	2022
Fire Truck	2002	Interest Free	700,000.00	140,000.00	560,000.00	25,900.00	140,000.00	21,700.00	2007
Sewer I/I	2002	4.938%	174,900.00	34,980.00	139,920.00		34,980.00		2007
MWPAT Storm Water Management	2002	4.446%	287,297.00		287,297.00	855.05	20,603.39	2,380.36	2012
Outside Debt Limit:									
Elim Bank Water Supply	1992	5.328%	1,635,000.00	150,000.00	1,485,000.00	85,095.00	150,000.00	77,520.00	2012
Oil Tank Removal	1995	5.621%	730,000.00	65,000.00	665,000.00	39,987.50	65,000.00	36,575.00	2014
Landfill Capping	1996	5.270%	300,000.00	40,000.00	260,000.00	14,056.25	40,000.00	12,177.00	2010
Oil Tank Removal	1997	5.625%	575,000.00	45,000.00	530,000.00	29,993.78	45,000.00	27,812.00	2015
Landfill Capping	1997	5.625%	175,000.00	15,000.00	160,000.00	9,125.00	15,000.00	8,398.00	2017
Water Treatment Plant	1997	5.625%	375,000.00	25,000.00	350,000.00	19,718.75	18,507.00	18,507.00	2017
Water Treatment Plant	1998	4.692%	1,016,000.00	53,000.00	963,000.00	45,755.25	53,000.00	43,636.00	2019
Landfill Capping	1998	4.692%	2,125,000.00	125,000.00	2,000,000.00	95,218.75	125,000.00	90,219.00	2019
Landfill Capping	1999	4.905%	2,845,000.00	160,000.00	2,685,000.00	132,751.25	160,000.00	125,652.00	2020
Landfill Capping	1999	4.905%	450,000.00	25,000.00	425,000.00	21,025.00	25,000.00	19,916.00	2020
Waterline Lakeshore Road	1999	4.905%	510,000.00	30,000.00	480,000.00	25,175.00	30,000.00	23,675.00	2021
Waterline Lakeshore Road	2000	5.140%	1,420,000.00	145,000.00	1,275,000.00	56,795.00	145,000.00	52,445.00	2012
Water Mains North Main/Pine St/North A	2002	4.938%	1,800,000.00	70,000.00	1,730,000.00	28,035.00	70,000.00	25,935.00	2012
Water Mains Bacon/North Main/No Ave	2002	4.938%	700,000.00	180,000.00	520,000.00	72,090.00	180,000.00	66,690.00	2012
Water Meter Equipment	2002	4.938%							
Totals			\$71,155,329.00	\$5,212,664.00	\$65,942,665.00	\$3,315,703.80	\$4,923,267.39	\$3,100,464.36	
Inside Debt Limit									
			\$56,499,329.00	\$4,084,664.00	\$52,414,665.00	\$2,640,882.27	\$3,795,267.39	\$2,471,307.36	
Outside Debt Limit			\$14,656,000.00	\$1,128,000.00	\$13,528,000.00	\$674,821.53	\$1,128,000.00	\$629,157.00	

Town of Natick
Balance Sheet
As of June 30, 2003

Assets		General Fund		Liabilities
Cash:				
Unrestricted Savings		\$37,752,001.47	Warrants Payable	\$3,673,681.92
			Accounts Payable	(137.96)
Petty Cash Advances:			Allowance for Abatement/Exemptions:	
Public Works Administration			Year 2003	827,301.29
Town Clerk			Year 2002	701,039.29
Recreation #1		125.00	Year 2001	547,468.10
Recreation #2		100.00	Prior Years	278,546.14
Community Development		150.00		
Board of Health		35.00	Due to Other Funds:	
Council on Aging		80.00	School Lunch Fund	216,933.66
Fire Department		25.00	Revolving Funds	1,474,508.55
Police Department		100.00	Federal Grant Funds	270,602.15
Selectmen		200.00	State Grant Funds	302,471.58
Collector		200.00	Receipts Reserved for Appropriation	983,256.31
			Water & Sewer Enterprise	4,069,127.47
Accounts Receivable:		1,165.00	Capital Projects Fund	11,105,988.87
Levy of 2003			Other Expendable Trust Funds	220,766.60
Personal Property	12,656.16		Agency Funds	158,959.01
Real Estate	420,956.34			
Levy of 2002		433,612.50		18,802,614.20
Personal Property	12,366.92			
Real Estate	(345,834.55)			
Levy of 2001		(333,467.63)		
Personal Property	20,923.93			
Real Estate	2,991.20			
Personal Property		23,915.63	Employee Withholdings:	
Prior Years Levy			Blue Cross Insurance	8,885.80
Personal Property	82,321.83		Grp Life Dividend	27,521.35
Real Estate	(26,410.75)		Grp Health/Life/Dental	773,468.95
		55,911.08	Credit Union/Deferred Compensation	(25,049.54)
				784,826.56

General Fund Continued

Assets		Liabilities	
Tax Liens Receivable		Miscellaneous Withholdings	\$2,468.10
Tax Foreclosures		Donations	100.00
Tax Litigation Receivable		Tailings	45,457.87
Tax Per Chapter 41A Receivable		Other Liabilities	253,579.23
Land Transferred to Conservation Commission		Prepaid Real Estate 2004	4,910.65
Trash Fees		Prepaid PAYT Program 2004	30,000.00
PAYT Program (Pay as you Throw)			
Motor Vehicle Excise:		Deferred Revenue:	(2,674,403.24)
Year 2003	197,782.48	Property Tax	704,673.79
Year 2002	122,678.45	Tax Liens/Foreclosures	63,358.82
Year 2001	77,402.73	Tax Litigation	105,564.80
Prior Years	<u>102,197.18</u>	Tax Per Chapter 41A	28,483.26
		Land Transferred to Conservation	500,060.84
Boat Excise:		Motor Vehicle	2,312.15
Year 2003	2,312.15	Boat Excise	2,312.15
Receivable Other:		Departmental Revenue	36,844.57
Retirement System Indirect Charges		Trash Fees	112,306.41
		PAYT Program	194,375.00
Department Receivables:		Unearned Revenue:	
Veterans		Advance Deposit Recreation Programs	432,712.78
		Unreported Revenue Collector	24,489.26
Due From Others:			
Government Parking Lot	773.47	Fund Balances:	1,165.00
County-Land Damage	<u>2,554.34</u>	Reserved for Petty Cash	1,608,000.00
		Reserved for Free Cash Votes 2004	3,587,872.08
Due From:		Reserve for Encumbrances	905,000.00
Comm Mass		Overlay Surplus Reserved for Votes 2004	0.38
Chapter 90 Roadways		Reserved for Property Tax Variance	64,171.21
Golf Enterprise Fund		Tax Title Foreclosures	8,182,494.27
Expendable Trusts		Fund Balance	
Fund Balance Reserved for Appropriation Deficit	369,946.37		
Snow Removal	<u>\$40,331,356.77</u>		<u>\$40,331,356.77</u>

Town of Natick
Balance Sheet
As of June 30, 2003

School Lunch Revolving Fund

Due From General Fund

\$216,933.66

Fund Balance Designated School Lunch

\$216,933.66

Revolving Funds

Due From General Fund	\$1,474,508.55	
Fd Bal Des School Intramural Fund	\$288.69	
Fd Bal Des Ben-Hem EASEP	2,038.38	
Fd Bal Des Brown EASEP	2,061.06	
Fd Bal Des Lijja EASEP	5,958.61	
Fd Bal Des School Athletic Fund	118,048.19	
Fd Bal Des School Transportation	271,730.78	
Fd Bal Des Adult Education	49,234.38	
Fd Bal Des After School Alternative Program	58,452.63	
Fd Bal Des Summer School	13,895.05	
Fd Bal Des Summer School Remedial Workshop	6,835.00	
Fd Bal Des Summer Math Course	1,238.39	
Fd Bal Des Recreation Programs	26,211.79	
Fd Bal Des Textbooks	5,300.71	
Fd Bal Des Proceeds Ins Recovery Over \$20,000	24,387.50	
Fd Bal Des Proceeds Ins Recovery Under \$20,000	13,936.65	
Fd Bal Des Rental of Facilities	67,312.77	
Fd Bal Des School Vandalism	3,797.44	
Fd Bal Des Sale of Marshall Ave	1,811.01	
Fd Bal Des Rental of Camp Mary Bunker	8,288.44	
Fd Bal Des MBTA Busing	798.75	
Fd Bal Des Special Education Tuitions	393,106.77	
Fd Bal Des School Share Municipal Medicaid	318,473.98	
Fd Bal Des Bulky Waste Pick-Ups	13,865.67	
Fd Bal Des Composting Bin Program	8,363.55	
Fd Bal Des Conservation Commission Fees	433.30	
Fd Bal Des Council Aging Transportation	3,148.40	
Fd Bal Des Sealer Weights/Measures Fines	5,523.10	
Fd Bal Des Rental Police Training Center	1,064.40	
Fd Bal Des Rail Link Shuttle	48,903.16	

\$1,474,508.55

\$1,474,508.55

Town of Natick
Balance Sheet
As of June 30, 2003

Due From General Fund		
	\$302,471.58	
State Grants		
Fd Bal Des New Beginnings		\$190.32
Fd Bal Des Cultural Arts		4,043.81
Fd Bal Des Elder Affairs		71,046.59
Fd Bal Des Public Libraries		72,145.01
Fd Bal Des Conservation Commission		1,636.00
Fd Bal Des Design Rehab (Sewer)		24.80
Fd Bal Des Tobacco Control Program		117.12
Fd Bal Des Circulation Offset Award		6,178.03
Fd Bal Des M/Library Early Childhood		2,919.91
Fd Bal Des Bullet Proof Vests		1,591.50
Fd Bal Des Water Pollution Title 5		479.00
Fd Bal Des Mass Hwy Moran Park		20,643.47
Fd Bal Des Racial Imbalance		81,199.63
Fd Bal Des Fire Educa Safe Program		25.00
Fd Bal Des Community Policing		9,233.53
Fd Bal Des Governor's Highway Safety Program		558.69
Fd Bal Des Cops in Shops		3,997.26
Fd Bal Des Wellness Program		700.00
Fd Bal Des Fire Safe Program		(1.89)
Fd Bal Des Fiske Pond Clean-up		5,120.02
Fd Bal Des Mass Releaf		1,275.00
Fd Bal Des Heritage Tree Grant		984.50
Fd Bal Des Historic Landscape		11,200.00
Fd Bal Des Community Policing		1,610.69
Fd Bal Des DARE Program		2,407.97
Fd Bal Des Enhanced School Health Services		9,988.60
Fd Bal Des Governor's Highway Safety Program		(0.06)
Fd Bal Des Family Network		609.24
Fd Bal Des Outdoor Classrooms		446.33
Fd Bal Des Early Intervention Literacy		4,580.72
Fd Bal Des K-5 Literacy Support		4,916.59
Fd Bal Des Academic Support Services		9,979.57
Fd Bal Des GHAB Sschool Safety Belt		599.00
Fd Bal Des Curriculum Frameworks		572.56
Fd Bal Des Natick District Court		2,800.00

Town of Natick
Balance Sheet
As of June 30, 2003

State Grants Continued

Fd Bal Des Title 5 Septic Program	34,352.94
Fd Bal GHSSB Speedwatch	5.00
Fd Bal Des Fire Safe Program	0.05
Fd Bal Des Community Policing	28,451.99
Fd Bal Des Governor's Highway Safety Program	(2,455.61)
FD Bal Des LLEPG Safety Equipment	34,830.26
Fd Bal Des Fire P/Sty Equipment	252.65
Fd Bal Des GHSSB Speed Limit	(7,158.26)
Fd Bal Des Cops in Shops	(2,528.96)
Fd Bal Des MWPA/T Storm Water Management	(55,000.00)
Fd Bal Des Waste to Energy Program	(58,149.65)
Fd Bal Des Turn2003	(3,947.34)
	<u>\$302,471.58</u>

Receipts Reserved for Appropriation

Due from General Fund	\$154,509.90
Rec Resvd Parking Meter Revenue	0.60
Rec Resvd Land Purchase	0.10
Rec Resvd Auto Lease Parking Surcharges	0.85
Rec Resvd General Receipts	(0.01)
Rec Resvd Mdsx Conty Dog Refund	1,749.77
Rec Resvd Surplus Equipment Proceeds	800.00
Rec Resvd Sale Senior Center	102,501.41
Rec Resvd MBTA Busing	17,989.13
Rec Resvd Wetlands Protection	22,711.69
Rec Resvd Install Traffic Lights	5,705.00
Rec Resvd Sale West Central Property	225,940.32
Rec Resvd Sale Surplus Land	8,659.80
Rec Resvd Plan Bd Fee (Homart)	(42,343.36)
Rec Resvd Future Oil Tank Debt	53,898.52
Rec Resvd Future Septic System Debt	144,075.05
Rec Resvd Sewer Bank Sale	8,576.66
Rec Resvd Improve Gristmill Lane	2,263.10
Rec Resvd Improve Westwood Road	860.52
Rec Resvd Improve Bunker Lane	

Town of Natick
Balance Sheet
As of June 30, 2003

Receipts Reserved for Appropriation Continued

Rec Resvd Improve Megonko Brook	350.00
Rec Resvd Improve Redman Drive Pump Station	12,000.00
Rec Resvd Improve Garden Road Ext	4,770.00
Rec Resvd Improve Travis Road Pump Station	(926.40)
Rec Resvd Improve Drainage Home Depot	5,000.00
Rec Resvd Improve Pamela Road Pump Station	58.62
Rec Resvd Improve Lakeshore Road Water Main	20,229.76
Rec Resvd Walnut Street Sidewalk Project	120,073.55
Rec Resvd Improve Stillman Street Ext	2,750.51
Rec Resvd Cable Renewal Section 7.3	3,953.45
Rec Resvd Cable Equip Section 6.6	36,102.00
Rec Resvd Cable Equip Section 7.2 Tel/Educa	0.18
Rec Resvd Traffic/Transportation Mitigation	70,995.59
	<hr/>
	\$983,256.31

Capital Projects Fund

\$11,065,420.74

Bond Anticipation Notes:

Street Lights	395,000.00
I-Net Equipment	240,000.00
Wilson Middle School Plans	1,300,000.00
Wilson Middle School Construction	24,550,000.00
High School Plans	250,000.00
Curbing Porter Road	200,000.00

Fund Balances:

Fund Balance Transfer Station	35,467.45
Fund Balance Public Works Facility	1,367.19
Fund Balance Sewer Mercer Road	0.05
Fund Balance Elm Bank Water	0.04
Fund Balance Land Acquisition	2,863.99
Fund Balance Brown School	47,441.31
Fund Balance Chapter 90 Roadways	30,488.43
Fund Balance Pegan Cove/Lake Cochituate	13,196.51

Due from General Fund

Town of Natick
Balance Sheet
As of June 30, 2003

Capital Projects Fund Continued

Fund Balance Morse Library	24,441.33
Fund Balance Municipal Complex	208,459.82
Fund Balance Landfill/Golf Course	178,800.38
Fund Balance Water Treatment Plant	337.75
Fund Balance Sewer Rockwood/Scardsdale Road	17,429.01
Fund Balance Sewer Inflow/Infiltration	181,273.06
Fund Balance Computer Equipment	9,019.77
Fund Balance Ben-Hem School Construction	18,840.06
Fund Balance Municipal Oil Tanks	2,851.96
Fund Balance Sewer Union Street	35,127.22
Fund Balance Sewer Leach Lane	137,534.68
Fund Balance Waterline Lakeshore Road	416,240.37
Fund Balance Sewer Relining Project	107,078.06
Fund Balance Sewer Boden Lane	54.96
Fund Balance Water Pine/North Main Street	1,374,361.67
Fund Balance Water Mains Bacon Street	421,253.84
Fund Balance Fire Truck	40,054.34
Fund Balance Water Meter Program	1,064,352.68
Fund Balance Sewer Lakeshore Road	232,927.92
Fund Balance Sewer East Central St	992,178.03
Fund Bal Wilson Middle School Pits/Construction	(20,397,016.50)
Fund Balance Chapter 90 Roadways	(40,568.13)
Fund Balance Curbing Porter Road	(184,000.00)
Fund Balance Street Lighting	(366,507.54)
Fund Balance I-Net Equipment	(224,928.97)
Fund Balance High School Plans	(250,000.00)
	<u>\$11,065,420.74</u>

Trust Funds in Custody of Others

General Book Fund	\$1,195,052.00
Blanche Harwood Fund	\$450,864.00
Nellie Lamy Fund	194,131.00
John O Wilson Fund	45,240.00
Richardson Harwood Fund	28,426.00
Anita Green Fund	429,175.00
	47,216.00
	<u>\$1,195,052.00</u>

Town of Natick
Balance Sheet
As of June 30, 2003

Expendable Trust Funds

Funds Held in Custody Town Treasurer (Non-Expendable)			
	73,556.01		5,282.19
Due to General Fund			45,000.00
John B Walcott Invested Interest (Non-Expendable)			28,556.01
John B Walcott Charity (Non-Expendable)			(5,282.19)
John B Walcott Interest			\$73,556.01
	<u>\$73,556.01</u>		<u>\$73,556.01</u>

Cemetery Trust Funds

Funds Held in Custody Town Treasurer (Non-Expendable)			
Funds Held in Custody Town Treasurer (Expendable)			
	\$14,319.70		\$101.49
Non-Expendable:			640.75
Abraham Bigelow	19,942.48		81.62
George Beckman			730.40
Thomas Smith			101.49
William Crosby			107.36
George Cobb			9,194.81
Edward Bigelow			2,455.54
Collins/Morse			204.11
Capt William Stone			
Nagle/Fox			
Expendable:			
Henry Wilson Cemetery			20,644.61
	<u>\$34,262.18</u>		<u>\$34,262.18</u>

Stabilization Fund

Trust Funds in Custody of Town Treasurer			
	\$5,464,106.37		\$5,464,106.37
	<u>5,464,106.37</u>		<u>5,464,106.37</u>

Conservation Commission Fund

Trust Funds in Custody Town Treasurer			
	\$1,258,497.19		\$1,258,497.19

Town of Natick
Balance Sheet
As of June 30, 2003

Retirement Fund

Trust Funds in Custody of Town Treasurer

\$9,632,199.86	Deferred Compensation 457 Plans
	Deferred Compensation Annuities
	Deferred Compensation OBRA Plan
<u>\$9,632,199.86</u>	
<u>\$9,632,199.86</u>	

\$8,244,492.22	
75,507.44	
1,312,200.20	
<u>\$9,632,199.86</u>	
<u>\$9,632,199.86</u>	

Kennedy Family Trust

Trust Funds in Custody of Town Treasurer

\$178,607.96

Fund Balance Designated Kennedy Family Trust

\$178,607.96

Gifts/Donations:

Expendable Trusts:

63,507.67	Henry Wilson Shop Maintenance
\$220,766.60	George Rogers Trust Fund
	Sally Spaulding Welfare
	Maria Hayes Town House
	Maria Hayes Welfare

4,679.96	
357.00	
1,848.07	
54,773.86	
1,848.78	

Gifts:

	Council on Aging Donations
	Town Forest Wood
	Ambulance Memorial Fund
	Hospice At Home Donations
	Captain Tom's Hill
	Recreation BAA Marathon
	Youth Coordinator Designated Funds
	Commission for the Disabled
	Natick Project DARE
	Green Pages - Recycling Committee
	Fire Prevention
	Municipal Building Trust
	Life Insurance Dividends
	Law Enforcement Trust
	Home/Police Motorcycle
	Gun Buy Back Program
	Police Bicycle Program
	Design/Reno Soccer Field

18,033.94	
571.93	
130.00	
85.00	
30,238.99	
6,668.13	
1,196.60	
2,257.08	
2,755.61	
200.00	
0.58	
5,609.75	
13,668.00	
14,772.21	
739.00	
250.00	
1,500.00	
8,722.50	

Town of Natick
Balance Sheet
As of June 30, 2003

Gifts/Donations, Continued

Gifts Continued.	
Volunteer Caregivers Program	229.70
Slaw Park Restoration	772.40
Pegan Cove Park	(0.42)
Veterans Oral History Project	4,420.00
Public School Technology Gift	409.62
Local History Project	20,393.52
Natick Police Trust Fund	10,400.00
Elderly/Disabled Taxation Fund	3,143.15
Elderly/Disabled Taxation Fund	5,950.50
Metrowest Hospital Endowment Gift	5.25
Metrowest Foundation - Health Grant	8,938.30
Children First Program Donations	2,764.09
Metrowest Foundation - School Mental Health	(0.27)
Metrowest Foundation - Library Health Plan	1,884.46
Tenet Health Care Foundation/ School Dept	1,807.00
Natick School Performance Grant	4,525.38
Purchase Shade Trees	1,500.00
Cognex Library Computer Labs	(1,440.09)
Metrowest Hosepital Grant #505	14,264.24
Memorial Beach Drainage	182.37
Memorial Beach Playground	41.60
South Natick Skating Area	341.39
High School Lacrosse Nets	1,000.00
Track Hurdles Recreation/High School	3,741.41
Tenet H/Care Foundation First Response	2,000.00
Eleanor Roosevelt Tech Fellowship	2,000.00
Natick Cultural Council	405.00
Wilson Math Team	3,519.35
Metrowest Hlth Healthier Natick	(7,950.82)
Johnson School Donations	6,910.04
Memorial School Donations	1,500.00
Kennedy Middle School Donations	4,883.02
Wilson Middle School Donations	1,000.00
Natick High School Donations	4,741.00
Natick High School Wellness #720	(7,526.27)
Business Professionals of America	7.36

Town of Natick
Balance Sheet
As of June 30, 2003

Gifts/Donations: Continued

Gifts Continued.

Police Explorer Scouts Program	1,000.00
Tenet Healthcare Public Safety Training	5,000.00
Community Coalition - Walking Program	6,000.00
Memorial Beach Concession Restoration Project	3.00
West Suburban Arena - Door Replacement	2.00
Skating Rink Cooling Towers Project	4,500.00
	<u>\$284,274.27</u>

Agency Funds

Undes Fd Bal Firearms Due State	1,012.50
Undes Fd Bal Miscellaneous Cash Charges	\$37,566.40
Undes Fd Bal Deposits Bids	2,680.00
Undes Fd Bal Guaranteed Bond Deposits	14,900.00
Undes Fd Bal Insurance Trust Fund	1,541.00
Undes Fd Bal Blue Cross Employee	18,277.37
Undes Fd Bal Grand Jury Reimbursement	10.16
Undes Fd Bal Dog Licenses Due County	183.00
Undes Fd Bal Conservation Commission	(343.75)
Undes Fd Bal Tax Forfeitures	6,275.00
Undes Fd Bal Disability Insurance Refund	49.52
Undes Fd Bal Deferred Compensation Refund	(175.13)
Undes Fd Bal Generator Assistance	6,000.00
Undes Fd Bal Annuity Refund	(700.00)
Undes Fd Bal Retirement Refund	579.14
Undes Fd Bal LMMWC Paramedic Services	752.38
Undes Fd Bal Environmental Coalition	25.05
Undes Fd Bal Deputy Collector Fees	(252.00)
Undes Fd Bal Collector pass through State User Charges	1,278.95
Undes Fd Bal Planning Board Fees	49,245.95
Undes Fd Bal Conservation Commission Fees	4,256.53
Undes Fd Bal Fire Inspection Fees	74,569.00
Undes Fd Bal Cable Installation Fees	2,992.00
Undes Fd Bal School Residency Check	(671.78)
Undes Fd Bal Federal Tax Refund	699.21
	<u>\$220,750.50</u>

Due From General Fund
Accounts Receivable:
Police Special Details
Fire Special Details

Town of Naick
Balance Sheet
As of June 30, 2003

Maturing Debt

Amounts to be Provided for Payment of Bonds Bonds Authorized		
	Bonds Payable Inside Debt Limit:	
\$65,886,660.90	1992 Land Acquisition (1)	20,000.00
40,292,447.05	1994 Land Acquisition (2)	920,000.00
	1996 Library Construction (1)	1,850,000.00
	1997 Brown School	4,270,000.00
	1997 Lilja School (1)	230,000.00
	1997 Library Construction (2)	2,585,000.00
	1997 Municipal Complex (1)	590,000.00
	1998 Municipal Complex (2)	7,000,000.00
	1998 Lilja School (2)	6,277,000.00
	1998 Library Construction (3)	1,750,000.00
	1998 Sewer Pleasant/Rockwood Street	205,000.00
	1999 Municipal Complex (3)	7,505,000.00
	1999 Sewer Projects	630,000.00
	1999 Sewer Union Street	510,000.00
	1999 Sewer Relining	150,000.00
	1999 Lilja School (3)	255,000.00
	1999 Land Purchase Bacon Street	100,000.00
	2000 Ben-Hem School	11,880,000.00
	2000 Sewer Bowden Lane	400,000.00
	2000 Sewer Water/River/Lincoln/Cohns Sts	745,000.00
	2001 MWPAT Septic (Title 5)	130,448.00
	2002 Golf Course	2,825,000.00
	2002 Sewer Lakeshore/Sunnyside/Worcester Sts	405,000.00
	2002 Sewer Leach Lane	195,000.00
	2002 Fire Truck	560,000.00
	2002 Sewer II	139,920.00
	2002 MWPAT/Stormwater Management	231,292.90
	Bonds Payable Outside Debt Limit:	
	1992 Elm Bank Water Supply	1,485,000.00
	1994 Removal Oil Tanks	665,000.00
	1997 Removal Municipal Oil Tanks	530,000.00
	1996 Landfill Capping (1)	260,000.00
	1997 Water Treatment Plant	350,000.00
	1997 Landfill Capping (2)	160,000.00
	1998 Water Treatment Plant	963,000.00

Town of Natick
Balance Sheet
As of June 30, 2003

Maturing Debt Continued

1998 Landfill Capping (3)	2,000,000.00
1999 Landfill Capping (4)	2,685,000.00
1999 Waterline Lakeshore Road	425,000.00
2000 Waterline Mains	480,000.00
2002 Water Relining	1,275,000.00
2002 Water Bacon/North Main Sts	630,000.00
2002 Water Meter Program	1,620,000.00
Bonds Authorized Unissued	40,292,447.05

\$106,179,107.95

\$106,179,107.95

Golf Enterprise Fund

Fund Balance

26,976.54

Due To General Fund

26,976.54

Water & Sewer Enterprise

Due From General Fund
User Charges Receivable Sewer
User Charges Receivable Water
User Charges Receivable Water Flat Charges

Utility Liens a/t 2003 Sewer
Utility Liens a/t 2002 Sewer
Utility Liens a/t 2001 Sewer
Utility Liens a/t Prior Years Sewer

Utility Liens a/t 2003 Water
Utility Liens a/t 2002 Water
Utility Liens a/t 2001 Water
Utility Liens a/t Prior Years Water

\$4,069,127.47
789,674.13
457,821.43
(15,944.40)

107,047.52
225,271.21
7,608.91
6,483.15

41,107.91
69,924.81
1,820.05
1,903.97

Fund Balance Water & Sewer Enterprise
Fund Balance Reserved for Encumbrance

\$789,674.13
441,877.03

346,410.79
114,756.74

3,712,972.60
356,154.87

\$5,761,846.16

\$5,761,846.16

TOWN OF NATICK
RECAPITULATION OF EXPENDITURES
JULY 1, 2002 THROUGH JUNE 30, 2003

ACCOUNT CODES	BALANCE FORWARD JULY 1, 2002	APPROPRIATED FISCAL '03	LOANS/TRANS OTHER CREDITS AMEND VOTES	RESERVE FD TRANSFERS CREDITS	TOTAL	EXPENDED SELECTMEN WARRANTS	DEBITS/TRANS OTHER CHGS AMEND VOTES	UNEXPENDED BAL. CLOSED TO REVENUE	BAL. FORWARD TO FISCAL '04 (OVERDRAFTS)
<u>PUBLIC EDUCATION</u>									
<u>NATICK PUBLIC SCHOOLS</u>									
#5100 SALARIES	243,062.97	26,196,029.00			26,439,091.97	25,562,431.00		583,026.83	293,634.14
#5200-5600 OPERATING EXPENSES	267,211.99	6,912,523.00			7,179,734.99	6,744,112.60		(370,716.28)	806,338.67
<u>CAPITAL EQUIPMENT</u>									
#5800 SCHOOL TECHNOLOGY EQUIPMENT	27,770.63				27,770.63			0.00	27,770.63
#5800 EDUCA MATERIALS/TEXTBOOKS	4,354.37				4,354.37			0.00	4,354.37
#5800 PICKUP TRUCK REPLACEMENT	300.23				300.23	253.01		47.22	
<u>REGIONAL TECHNICAL SCHOOL</u>									
#6000 SOUTH MDX REG VOKE ASSESS		1,150,719.00			1,150,719.00	1,150,719.00		0.00	
<u>TOTAL EDUCATION</u>									
	\$542,700.19	\$34,259,271.00	\$0.00	\$0.00	\$34,801,971.19	\$33,457,515.61	\$0.00	\$212,357.77	\$1,132,097.81
<u>REVOLVING FUNDS (EDUCATION)</u>									
<u>ATHLETIC REVOLVING</u>									
INTRAMURAL ATHLETIC REVOLVING	59,693.22		154,996.46		214,689.68	96,641.49			118,048.19
ADULT EDUCA REVOLVING	288.69				288.69				288.69
BEN-HEM EASEP	42,375.96		156,410.54		198,786.50	149,552.12			49,234.38
LULLA EASEP	2,274.38		6,770.00		9,044.38	7,006.00			2,038.38
SUMMER SCHOOL REVOLVING	1,686.00		14,295.00		15,981.00	13,919.94			2,061.06
TEXTBOOKS REVOLVING	5,869.72		14,480.00		20,349.72	14,391.11			5,958.61
RENTAL/FACILITY REVOLVING	11,233.73		64,536.00		75,769.73	61,874.68			13,895.05
SCHOOL VANDALISM REVOLVING	5,189.71		111.00		5,300.71				5,300.71
ELIOT SCHOOL REVOLVING	85,690.79		108,607.23		194,298.02	126,985.25			67,312.77
SPEC NDS TUITION REVOLVING	4,824.36		155.03		4,979.39	1,181.95			3,797.44
MEDICAD REIMBURSEMENT	332,924.05		54,000.00		386,924.05	20,736.78			366,187.27
AFTER SCHOOL ALTERNATIVE PROG	178,602.94		162,060.45		340,663.39	101,877.73	33,263.22		393,106.77
SCHOOL TRANSPORTATION	42,044.94		285,713.00		327,757.94	145,841.96			318,473.98
SUMMER MATH COURSE	240,526.57		143,968.85		384,495.42	127,561.16			58,452.63
SUMMER REMEDIAL PPROGRAM			302,158.25		302,158.25	270,954.04			271,730.78
SCHOOL LUNCH REVOLVING	5,243.50		4,125.00		9,368.50	2,886.61			1,238.39
			9,998.00		15,241.50	8,406.50			6,835.00
	212,290.30		894,502.28		1,106,792.58	889,858.92			216,933.66

TOWN OF NATICK
RECAPITULATION OF EXPENDITURES
JULY 1, 2002 THROUGH JUNE 30, 2003

ACCOUNT CODES	BALANCE FORWARD JULY 1, 2002	APPROPRIATED FISCAL '03	LOANS/TRANS AMEND VOTES	RESERVE/FD TRANSFERS CREDITS	TOTAL	EXPENDED SELECTMEN WARRANTS	DEBITS/TRANS OTHER CHGS AMEND VOTES	UNEXPENDED BAL. CLOSED TO REVENUE	BAL. FORWARD TO FISCAL '04 (OVERDRAFTS)
<u>FEDERAL GRANTS (EDUCATION)</u>									
PL 874	15,051.31				15,051.31				15,051.31
TITLE VI	14,719.00				14,719.00				14,719.00
TITLE I	10,780.15				10,780.15				0.00
SPED PROFESSIONAL DEVELOPMENT	(4,574.09)		11,310.00		6,735.91	6,619.89			116.02
TEACHER TRAINING MATH/SCIENCE	1,156.00				1,156.00	1,125.00			31.00
TEACHER LITERACY CHALLENGE 6	7,196.07				7,196.07	7,196.07			0.00
LITERACY CHALLENGE CONSORTIATION	7,456.00				7,456.00	7,456.00			0.00
LITERACY CHALLENGE ADOPTION	7,500.00				7,500.00	7,500.00			0.00
PL94-142 SPED ALLOCATION	(49,816.62)		118,447.00		68,630.38	68,638.39			(8.01)
PL94-142 SPED EARLY CHILDHOOD	(4,546.00)		6,353.00		1,807.00	1,807.00			0.00
EDUCATOR QUALITY	10,648.20				10,648.20	10,648.20			0.00
CLASS SIZE REDUCTION PROGRAM	2,648.00				2,648.00	2,000.00			648.00
EISENHOWER STATE WIDE	2,979.05				2,979.05	2,114.29			864.76
SPED CORRECTIVE ACTION	3,234.99		6,000.00		9,234.99	6,409.12			2,825.87
TECHNOLOGY LITERACY CHALLENGE	9,035.00				9,035.00	9,013.16			21.84
DRUG FREE SCHOOL DISTRICT	170.74								
PL94-142 SPED			35,165.00		35,335.74	1,166.00			34,169.74
TITLE I			631,496.00		631,496.00	556,261.22			75,234.78
SPED PROGRAM IMPROVEMENT			147,904.00		147,904.00	112,707.07			35,196.93
SPED EARLY CHILDHOOD			35,211.00		35,211.00	28,789.55			6,421.45
ENHANCED EDUCATION THRU TECHNOLOGY			31,310.00		31,310.00	30,664.00			646.00
DRUG FREE SCHOOL - DISTRICT			3,491.00		3,491.00	491.00			3,000.00
TITLE V			7,020.00		7,020.00	14,039.00			(7,019.00)
TEACHER QUALITY			5,786.00		5,786.00	7,941.00			(2,155.00)
TITLE V			85,375.00		85,375.00	69,118.04			16,256.96
STATE ASSESSMENT PROGRAM			8,110.00		8,110.00				8,110.00
EARLY CHILDHOOD TRAINING			425.00		425.00	428.75			(3.75)
MENTAL HEALTH SUPPORT			3,500.00		3,500.00	480.00			3,020.00
SPED MIDDLE SCHOOL READING			3,500.00		3,500.00	2,689.03			810.97
SPED SUPPLEMENT			8,750.00		8,750.00	4,540.00			4,210.00
50/50 SPECIAL EDUCATION			6,950.00		6,950.00				6,950.00
EISENHOWER STATE WIDE			92,882.20		92,882.20	151,878.50			(58,996.30)
			5,000.00		5,000.00				5,000.00

TOWN OF NATICK
RECAPITULATION OF EXPENDITURES
JULY 1, 2002 THROUGH JUNE 30, 2003

ACCOUNT CODES	BALANCE FORWARD JULY 1, 2002	APPROPRIATED FISCAL '03	LOANS/TRANS OTHER CREDITS AMEND VOTES	RESERVE FD TRANSFERS CREDITS	TOTAL	EXPENDED SELECTMEN WARRANTS	DEBITS/TRANS OTHER CHGS AMEND VOTES	UNEXPENDED BAL. CLOSED TO REVENUE	BAL. FORWARD TO FISCAL '04 (OVERDRAFTS)
<u>STATE GRANTS (EDUCATION)</u>									
NEW BEGINNINGS	190.32				190.32				190.32
FAMILY NETWORK	15,125.36				15,125.36	15,125.36			0.00
COMMUNITY PARTNERSHIP	437.27				437.27	437.27			0.00
OUTDOOR CLASSROOMS	446.33				446.33				446.33
RACIAL IMBALANCE	80,989.41				80,989.41	80,989.41			0.00
ENHANCE SCHOOL HEALTH	1,224.40				1,224.40				0.00
KINDERGARTEN ENHANCEMENT	35,721.95				35,721.95	35,721.95			0.00
EARLY CHILDHOOD INTERVENTION	4,723.64				4,723.64	4,723.64			0.00
SAFE SCHOOLS	17.62				17.62	17.62			0.00
HIGH SCHOOL IMPROVEMENTS	521.95				521.95				0.00
SMOKING CESSATION	(22,839.63)		23,348.00		508.37	508.37			0.00
ACADEMIC SUPPORT SERVICES	10,958.73				10,958.73	10,958.73			0.00
CURRICULUM FRAMEWORKS	1,529.22				1,529.22	1,529.22			0.00
COMMUNITY PARTNERSHIP			234,864.00		234,864.00	234,864.00			572.36
FAMILY NETWORK			135,510.00		135,510.00	134,900.76			609.24
SUMMER ACADEMIC SPRING			30,060.00		30,060.00	30,060.00			0.00
SUMMER SUCCESS			16,025.00		16,025.00	16,025.00			0.00
METRO PROGRAM			272,465.00		272,465.00	191,265.37			81,199.63
ENHANCED SCHOOL HEALTH			56,683.90		56,683.90	56,683.90			0.00
KINDERGARTEN ENHANCEMENT			300,960.00		300,960.00	290,971.40			9,988.60
EARLY INTERVENTION LITERACY			16,000.00		16,000.00	11,419.28			4,580.72
K-5 LITERACY SUPPORT			37,500.00		37,500.00	32,583.41			4,916.59
ACADEMIC SUPPORT SERVICES			45,756.00		45,756.00	35,776.43			9,979.57
FHSB SCHOOL SAFETY BELT			599.00		599.00				599.00
TOTAL REVOLVING/FEDERAL/STATE GRANTS	\$1,393,443.23	\$0.00	\$4,800,643.19	\$0.00	\$6,194,086.42	\$4,347,911.58	\$33,263.22	\$0.00	\$1,812,911.62
<u>PUBLIC SAFETY</u>									
<u>POLICE DEPARTMENT</u>									
SALARIES	2,705.60	4,277,400.00			4,280,105.60	4,248,262.44		31,843.16	
OPERATING EXPENSES	4,779.23	221,125.00			225,904.23	183,542.30		40,408.43	1,953.50
CARE OF STRAY ANIMALS		11,000.00			11,000.00	8,922.68		2,077.32	
<u>OTHER CAPITAL OUTLAY</u>									
CRUISERS	91,294.25		90,000.00		181,294.25	81,654.25		0.00	99,640.00
NOTEBOOK PCS W/MODEMS	19,535.75				19,535.75	7,112.00		0.00	12,423.75
MOBILE DATA SYSTEM	5,440.00				5,440.00			0.00	5,440.00
POLICE UNIFORMS					0.00			0.00	
<u>LEASED EQUIPMENT</u>									
LEASE PURCHASE - MOTORCYCLES	7,000.00	7,200.00			14,200.00	7,000.00		0.00	7,200.00

TOWN OF NATICK
RECAPITULATION OF EXPENDITURES
JULY 1, 2002 THROUGH JUNE 30, 2003

ACCOUNT CODES	BALANCE FORWARD JULY 1, 2002	APPROPRIATED FISCAL '03	LOANS/TRANS OTHER CREDITS AMEND VOTES	RESERVE FD TRANSFERS CREDITS	TOTAL	EXPENDED SELECTMEN WARRANTS	DEBITS/TRANS OTHER CHGS AMEND VOTES	UNEXPENDED BAL. CLOSED TO REVENUE	BAL. FORWARD TO FISCAL '04 (OVERDRAFTS)
<i>FIRE DEPARTMENT</i>									
#5100 SALARIES		4,891,048.00		172,944.12	5,063,992.12	5,060,448.34		3,543.78	
#5200-5600 OPERATING EXPENSES	1,239.52	136,475.00			137,714.52	142,228.98		6,374.65	9,110.89
<i>OTHER CAPITAL OUTLAY</i>									
#5800 AMBULANCE REPLACEMENT	50,000.00	25,000.00			75,000.00			0.00	75,000.00
#5800 FORD EXPEDITION REPLACEMENT				42,800.00	42,800.00	42,172.90		627.10	
<i>CAPITAL IMPROVEMENTS</i>									
#6000 FIRE ALARM STUDY Y2K	46,008.50				46,008.50			0.00	46,008.50
#6000 RENO(3) DISTRICT FIRE STATIONS	5,264.10				5,264.10	5,032.82		0.00	231.28
#6000 DISTRICT FIRE STA IMPROVEMENTS	46,685.00				46,685.00			0.00	46,685.00
<i>NATICK EMERGENCY MANAGEMENT ASSISTANCE</i>									
#5200 OPERATING EXPENSE		1,100.00			1,100.00		614.00	486.00	
<i>STREET/HOLIDAY LIGHTING</i>									
#5200 UTILITIES ELECTRIC	2,399.81	300,000.00			302,399.81	175,346.88		1,858.94	125,193.99
#5200 HOLIDAY LIGHTING		1,000.00			1,000.00	77.92		922.08	
TOTAL PUBLIC SAFETY	\$282,351.76	\$9,891,348.00	\$90,000.00	\$215,744.12	\$10,479,443.88	\$9,962,415.51	\$0.00	\$88,141.46	\$428,886.91
<i>PUBLIC WORKS</i>									
<i>ADMINISTRATION</i>									
#5100 SALARIES		245,575.00		500.00	246,075.00	246,075.00		0.00	
#5200-5600 OPERATING EXPENSES	900.00	27,650.00			28,550.00	28,373.85		176.15	
<i>ENGINEERING</i>									
#5100 SALARIES	390.00	228,176.00			228,176.00	228,176.00		0.00	
#5200-5600 OPERATING EXPENSES		13,400.00			13,790.00	12,274.64		214.66	1,300.70
<i>SPECIAL ARTICLE</i>									
#6000 DRAINAGE STUDY VARIOUS STS	11,100.00				11,100.00	4,332.00		0.00	6,768.00

TOWN OF NATICK
RECAPITULATION OF EXPENDITURES
JULY 1, 2002 THROUGH JUNE 30, 2003

ACCOUNT CODES	BALANCE FORWARD JULY 1, 2002	APPROPRIATED FISCAL '03	LOANS/TRANS OTHER CREDITS AMEND VOTES	RESERVE FD TRANSFERS CREDITS	TOTAL	EXPENDED SELECTMEN WARRANTS	DEBITS/TRANS OTHER CHGS AMEND VOTES	UNEXPENDED BAL. CLOSED TO REVENUE	BAL. FORWARD TO FISCAL '04 (OVERDRAFTS)
<u>MAINTENANCE OF PROPERTIES/EQUIPMENT</u>									
<u>LAND FACILITIES & NATURAL RESOURCES</u>									
#5100 SALARIES	3,454.21	365,325.00			368,779.21	368,779.21			
#5200-5600 OPERATING EXPENSE	3,000.00	107,915.00		12,000.00	122,915.00	109,369.99		5,926.49	7,618.52
#5800 MOWER/LEAF VACUUM	346.84				346.84			346.84	
<u>LAND FACILITIES & NATURAL RESOURCES</u>									
<u>PUBLIC BLDG. MAINTENANCE</u>									
#5100 SALARIES		294,813.00			294,813.00	294,813.00			
#5200-5600 OPERATING EXPENSES	5,501.32	975,953.00			981,454.32	869,220.01		106,163.60	6,070.71
<u>EQUIPMENT MAINTENANCE</u>									
#5100 SALARIES		420,060.00			420,060.00	420,060.00		0.00	
#5200-5600 OPERATING EXPENSES	24,801.36	401,780.00			426,581.36	423,874.92		85.56	2,620.88
<u>OTHER CAPITAL OUTLAY</u>									
#5800 PURCHASE OF SURPLUS EQUIPMENT	2,995.00	8,000.00			10,995.00	10,584.80		410.20	
#5800 FUEL DEPOT UPDATES	14,000.00				14,000.00	11,890.00		0.00	2,110.00
<u>CAPITAL IMPROVEMENTS/TOWN PROPERTIES</u>									
#6000 ADMINISTRATION BLDG ROOF	2,480.00				2,480.00			2,480.00	
#6000 MEMORIAL PARK LITE POLE	902.57				902.57	902.57		902.57	
#6000 GAZEBO REPAIRS	1,255.64				1,255.64			0.00	1,255.64
#6000 MORSE LIBRARY - SLATE ROOF REPAIRS	3,500.00				3,500.00			0.00	3,500.00
#6000 MORSE LIBRARY - SLATE WALK REPAIRS	3,600.00				3,600.00			0.00	3,600.00
#6000 EAST SCHOOL TENNIS COURTS	7,500.00				7,500.00	7,500.00		0.00	
<u>HIGHWAY</u>									
#5100 SALARIES	480.00	627,080.00			627,560.00	627,127.55		432.45	
#5200-5600 OPERATING EXPENSES	37,000.00	182,850.00			219,850.00	194,776.01		90.62	24,983.37
#5700 SNOW REMOVAL		150,000.00			150,000.00	150,000.00		0.00	

TOWN OF NATICK
RECAPITULATION OF EXPENDITURES
JULY 1, 2002 THROUGH JUNE 30, 2003

ACCOUNT CODES	BALANCE FORWARD JULY 1, 2002	APPROPRIATED FISCAL '03	LOANS/TRANS AMEND VOTES	RESERVE FD OTHER CREDITS	TRANSFERS CREDITS	TOTAL	EXPENDED SELECTMEN WARRANTS	DEBITS/TRANS OTHER CHGS AMEND VOTES	UNEXPENDED BAL. CLOSED TO REVENUE	BAL. FORWARD TO FISCAL '04 (OVERDRAFTS)
<i>HIGHWAY</i>										
<i>SPECIAL ARTICLES</i>										
#6000	24,719.00					24,719.00	7,500.00		0.00	17,219.00
#6000	46,043.10					46,043.10	33,493.20		0.00	12,549.90
<i>PORTER/PELHAM RDS</i>										
<i>SANITARY SEWER COLLECTION & DISPOSAL</i>										
#5200-5600	3,515.74					3,515.74	2,984.37		531.37	
#5700	325,812.34					325,812.34	307,416.22		0.00	18,396.12
<i>OTHER CAPITAL OUTLAY</i>										
#5800	7,000.00					7,000.00	7,000.00		0.00	
#5800	9,471.00					9,471.00			0.00	9,471.00
#5800	48,000.00					48,000.00	47,846.20		153.80	
<i>CAPITAL IMPROVEMENT</i>										
#6000	210,806.30					210,806.30	180,370.62			30,485.68
#6000	266,997.63					266,997.63	260,876.90			6,120.73
#6000	394,000.00					394,000.00				394,000.00
#6000		276,058.99				276,058.99		276,058.99	0.00	
<i>WATER SUPPLY AND DISTRIBUTION</i>										
#5100	720.00					720.00	256.00		464.00	
#5200-5600	33,863.88					33,863.88	31,595.27		2,268.61	
#5700	7,600.00					7,600.00	7,559.68		40.32	
#5700	9,955.00					9,955.00	9,955.00		0.00	
<i>CAPITAL IMPROVEMENT</i>										
#6000	490,619.44					490,619.44	467,702.99		10.00	22,906.45
#6000	222,896.35					222,896.35	203,282.26		(0.00)	19,614.09
#6000	150,000.00					150,000.00	0.00		0.00	150,000.00
#6000	106,421.57					106,421.57	49,765.50		0.00	56,656.07
#6000	311,005.83					311,005.83	175,821.12		0.00	135,184.71

TOWN OF NATICK
RECAPITULATION OF EXPENDITURES
JULY 1, 2002 THROUGH JUNE 30, 2003

ACCOUNT CODES	BALANCE FORWARD JULY 1, 2002	APPROPRIATED FISCAL '03	LOANS/TRANS OTHER CREDITS AMEND VOTES	RESERVE FD TRANSFERS CREDITS	TOTAL	EXPENDED SELECTMEN WARRANTS	DEBITS/TRANS OTHER CHGS AMEND VOTES	UNEXPENDED BAL. CLOSED TO REVENUE	BAL. FORWARD TO FISCAL '04 (OVERDRAFTS)
<i>RUBBISH COLLECTION & DISPOSAL</i>									
#5100 SALARIES		507,504.00			507,504.00	507,504.00			
#5200-5600 OPERATING EXPENSES		12,050.00		49,600.00	61,650.00	49,287.37		(58.16)	12,420.79
#5700 TIPPING FEES (SOLID WASTE)	10,326.48	1,062,318.00			1,072,644.48	1,026,607.93		26,508.47	19,528.08
#5700 PUBLIC EDUCATION		3,000.00			3,000.00			336.41	
#5700 CURBSIDE RECYCLING		332,900.00			332,900.00	353,313.84		(20,413.84)	
#5700 TRANSPORTATION TOLLS		3,600.00			3,600.00	3,522.20		77.80	
<i>RECYCLING CENTER</i>									
#5100 SALARIES		74,335.00			74,335.00	74,335.00		9,630.22	42,398.69
#5200-5600 OPERATING EXPENSES	35,709.79	61,489.00			97,198.79	45,169.88		(1,089.95)	
#5700 RECYCLING CENTER MAINTENANCE		5,600.00			5,600.00	6,689.95		(2,139.05)	
#5700 HOUSEHOLD HAZARDOUS WASTE		20,000.00			20,000.00	22,139.05		0.00	3,661.62
#5700 TIPPING FEES YARD WASTE		15,000.00			15,000.00	11,338.38			
<i>CAPITAL IMPROVEMENT</i>									
#6000 RECYCLING CENTER IMPROVEMENTS	7,618.91				7,618.91	2,770.00			4,848.91
TOTAL PUBLIC WORKS DIVISIONS	\$2,846,309.30	\$6,422,431.99	\$0.00	\$62,100.00	\$9,330,841.29	\$7,905,943.50	\$276,058.99	\$131,069.14	\$1,017,769.66

PUBLIC HEALTH SERVICES

BOARD OF HEALTH

#5100 SALARIES		287,336.00			287,336.00	286,487.99		848.01	
#5200-5600 OPERATING EXPENSES	299.97	23,500.00			23,799.97	20,709.71		3,015.26	75.00
#5700 HOUSEHOLD HAZARDOUS WASTE		12,000.00			12,000.00	11,043.00		957.00	

HUMAN SERVICES

PARKS & RECREATION

#5100 SALARIES		447,216.00			447,216.00	427,971.95		19,244.05	
#5200-5600 OPERATING EXPENSE	1,210.86	46,782.00			47,992.86	45,725.01		1,795.38	472.47
#5700 TREATMENT DUG POND		21,812.00			21,812.00	21,947.00		(135.00)	

HUMAN SERVICES

#5100 SALARIES		71,669.00			71,669.00	71,668.51		0.49	
#5200-5600 OPERATING EXPENSE	2,567.86	15,960.00			18,527.86	18,528.35		(0.49)	

TOWN OF NATICK
RECAPITULATION OF EXPENDITURES
JULY 1, 2002 THROUGH JUNE 30, 2003

ACCOUNT CODES	BALANCE FORWARD JULY 1, 2002	APPROPRIATED FISCAL '03	LOANS/TRANS OTHER CREDITS AMEND VOTES	RESERVE FD TRANSFERS CREDITS	TOTAL	EXPENDED SELECTMEN WARRANTS	DEBITS/TRANS OTHER CHGS AMEND VOTES	UNEXPENDED BAL. CLOSED TO REVENUE	BAL. FORWARD TO FISCAL '04 (OVERDRAFTS)
NEIGHBORHOOD BUS									
#5100 SALARIES		147,177.00			147,177.00	139,821.72		7,355.28	
#5200-5600 OPERATING EXPENSE		27,700.00			27,700.00	27,471.61		228.39	
#5700 INSURANCE OTHER		9,800.00			9,800.00	9,800.00		0.00	
VETERANS SERVICES									
#5100 SALARIES		90,584.00			90,584.00	90,584.01		(0.01)	1,784.67
#5200-5600 OPERATING EXPENSE		6,750.00			6,750.00	4,266.17		699.16	
#5700 CASH ALLOWANCES VETS		35,000.00			35,000.00	37,715.11		(2,715.11)	
#5700 HOSP/MEDICAL VETS	635.46	10,000.00			10,635.46	5,679.25		3,192.54	1,763.67
#5700 FOOD/CLOTH/FUEL VETS		300.00			300.00	0.00		300.00	
#5700 NURSE HOME/TRANS/VETS		250.00			250.00	0.00		250.00	
#5700 VETS BENEFITS OTHER		1,200.00			1,200.00	150.00		1,050.00	
#5700 MEMORIAL DAY		8,000.00			8,000.00	10,910.93		(2,910.93)	
#5700 VETERANS DAY		2,200.00			2,200.00	1,850.00		350.00	
COUNCIL ON AGING									
#5100 SALARIES	2,459.77	169,877.00			169,877.00	156,444.39		13,432.61	150.08
#5200-5600 OPERATING EXPENSE		15,116.00			17,575.77	16,274.27		1,151.42	
TOTAL HEALTH & HUMAN SERVICES	\$7,173.92	\$1,450,229.00	\$0.00	\$0.00	\$1,457,402.92	\$1,405,048.98	\$0.00	\$48,108.05	\$4,245.89

GENERAL GOVERNMENT

FINANCE COMMITTEE									
#5100 SALARIES		3,200.00			3,200.00	1,980.00		1,220.00	
#5200-5600 OPERATING EXPENSES		3,860.00			3,860.00	3,526.85		333.15	
PERSONNEL BOARD									
#5700 CLASSIFICATION PROGRAM		1,500.00			1,500.00			1,500.00	
IN ADMINISTRATOR									
#5100 SALARIES		389,710.00			389,710.00	308,792.78		80,917.22	68,000.00
#5200-5600 OPERATING EXPENSES	93,902.64	81,810.00			175,712.64	95,885.99		11,826.65	
#6000 METRO WEST GROWTH MANAGEMENT		13,392.00			13,392.00			0.00	
#6000 REDEVELOPMENT NATICK CENTER	15,500.00	28,500.00			44,000.00	23,125.00		0.00	20,875.00

TOWN OF NATICK
RECAPITULATION OF EXPENDITURES
JULY 1, 2002 THROUGH JUNE 30, 2003

ACCOUNT CODES	BALANCE FORWARD JULY 1, 2002	APPROPRIATED FISCAL '03	LOANS/TRANS OTHER CREDITS AMEND VOTES	RESERVE FD TRANSFERS CREDITS	TOTAL	EXPENDED SELECTMEN WARRANTS	DEBITS/TRANS OTHER CHGS AMEND VOTES	UNEXPENDED BAL. CLOSED TO REVENUE	BAL. FORWARD TO FISCAL '04 (OVERDRAFTS)
<i>OTHER CAPITAL OUTLAY</i>									
#6000	11,347.13				11,347.13			0.00	11,347.13
#6000	4,160.00				4,160.00			4,160.00	
#6000	102,947.88		237,150.00		340,097.88	196,704.71		0.00	143,393.17
<i>SPECIAL ARTICLES</i>									
#6000	177,099.46				177,099.46	83,620.56		0.00	93,478.90
#6000			410,000.00		410,000.00		410,000.00	0.00	
#6000		119,120.00			119,120.00		119,120.00	0.00	
<i>COMPTROLLER</i>									
#5100		179,201.00			179,201.00	176,645.32		2,555.68	
#5200-5600	200.00	6,950.00			7,150.00	6,809.03		91.46	249.51
<i>INFORMATION SYSTEMS</i>									
#5100	70,684.64	268,344.00			268,344.00	266,742.38		1,601.62	
#5200-5600		230,600.00			301,284.64	251,262.97		(247.37)	50,269.04
<i>OTHER CAPITAL OUTLAY</i>									
#5800	29,985.00	47,500.00			77,485.00	32,996.34		38.66	44,450.00
#5800	26,066.36				26,066.36			0.00	
#5800	2,597.00	100,000.00			102,597.00	102,227.92		240.24	128.84
#5800	60,509.58	125,000.00			185,509.58	90,466.72		8.10	95,034.76
#5800	33,429.29	40,000.00			73,429.29	25,709.42		496.65	47,223.22
<i>TREASURER</i>									
#5100		125,586.00			125,586.00	119,690.37		5,895.63	
#5200-5600	1,200.00	77,150.00			78,350.00	37,573.61	4,000.00	27,872.74	8,903.65
<i>COLLECTOR</i>									
#5100		184,430.00		2,000.00	186,430.00	181,243.22		5,186.78	2,304.02
#5200-5600	1,217.50	97,050.00		11,500.00	109,767.50	103,166.82		4,296.66	
<i>UTILITY BILLINGS</i>									
#5200-5600	18,732.50				18,732.50	3,639.50		93.00	15,000.00

TOWN OF NATICK
RECAPITULATION OF EXPENDITURES
JULY 1, 2002 THROUGH JUNE 30, 2003

ACCOUNT CODES	BALANCE FORWARD JULY 1, 2002	APPROPRIATED FISCAL '03	LOANS/TRANS AMEND VOTES	RESERVE FD TRANSFERS CREDITS	TOTAL	EXPENDED SELECTMEN WARRANTS	DEBITS/TRANS OTHER CHGS AMEND VOTES	UNEXPENDED BAL. CLOSED TO REVENUE	BAL. FORWARD TO FISCAL '04 (OVERDRAFTS)
ASSESSORS									
#5100 SALARIES		328,501.00			328,501.00	242,843.44		85,657.56	
#5200-5600 OPERATING EXPENSES	14,460.61	83,500.00			97,960.61	74,125.45		2,694.70	21,140.46
#6000 REVALUATION OF PROPERTY	118,059.07	110,000.00			228,059.07	53,762.99		0.00	174,296.08
TOWN COUNSEL									
#5200-5600 OPERATING EXPENSES	14,515.30	265,000.00			279,515.30	239,625.22		313.08	39,577.00
#5700 JUDGMENT DAMAGE CLAIMS		10,000.00			10,000.00	0.00		10,000.00	
#5700 JUDGMENT LITIGATION	4,256.00	5,000.00	12,500.00		21,756.00	3,670.86		18,085.14	
TOWN CLERK									
#5100 SALARIES		176,507.00			176,507.00	176,507.00		0.00	
#5200-5600 OPERATING EXPENSES		20,300.00		6,952.48	27,252.48	27,252.48		0.00	
REGISTRAR									
#5100 SALARIES		32,720.00			32,720.00	32,029.24		690.76	
#5200-5600 OPERATING EXPENSES		17,000.00			17,000.00	16,540.51		459.49	
COMMUNITY DEVELOPMENT									
#5100 SALARIES		483,634.00			483,634.00	448,476.49		35,157.51	
#5200-5600 OPERATING EXPENSES	125.16	32,580.00			32,705.16	32,705.16		0.00	
SPECIAL ARTICLES									
#6000 RECODE ZONING BY-LAWS	3,278.00				3,278.00		15,000.00	3,278.00	
#6000 AGRICULTURAL PRESERVE(1988)	15,000.00				15,000.00			0.00	
#5700 JENNINGS FOND	2,099.00				2,099.00			0.00	2,099.00
#6000 ACQUIST LAND EVERETT ST	20,500.00				20,500.00			0.00	20,500.00
#6000 SNAKE BROOK	17,600.00				17,600.00			0.00	17,600.00
#6000 CONSERVATION COMM FUNDING			15,000.00		15,000.00			0.00	
SEALER OF WEIGHTS&MEASURES									
#5100 SALARIES		11,987.00			11,987.00	11,987.00		0.00	
#5200-5600 OPERATING EXPENSES		1,300.00			1,300.00	744.39		555.61	

TOWN OF NATICK
RECAPITULATION OF EXPENDITURES
JULY 1, 2002 THROUGH JUNE 30, 2003

ACCOUNT CODES	BALANCE FORWARD JULY 1, 2002	APPROPRIATED FISCAL '03	LOANS/TRANS OTHER CREDITS AMEND VOTES	RESERVE FD TRANSFERS CREDITS	TOTAL	EXPENDED SELECTMEN WARRANTS	DEBITS/TRANS OTHER CHGS AMEND VOTES	UNEXPENDED BAL. CLOSED TO REVENUE	BAL. FORWARD TO FISCAL '04 (OVERDRAFTS)
<i>PARKING CLERK</i>									
#5100 SALARIES		48,230.00			48,230.00	19,183.36		29,046.64	
#5200-5600 OPERATING EXPENSE	8,745.00	55,600.00		36,000.00	100,345.00	59,069.82		1,275.18	40,000.00
<i>TOWN REPORT</i>									
#5200-5600 OPERATING EXPENSES		4,500.00			4,500.00	4,500.00		0.00	
TOTAL GENERAL GOVERNMENT	\$868,217.12	\$3,800,262.00	\$688,150.00	\$42,952.48	\$5,408,581.60	\$3,609,291.28	\$548,120.00	\$335,300.54	\$915,869.78
COMMISSIONS									
<i>AIRTS COUNCIL</i>									
#5200-5600 OPERATING EXPENSES		700.00			700.00	688.58		11.42	
<i>HISTORIC COMMISSION</i>									
#5200-5600 OPERATING EXPENSE		1,000.00			1,000.00	23.00		977.00	
<i>HISTORIC DISTRICT COMMISSION</i>									
#5200-5600 OPERATING EXPENSE	278.17	500.00			778.17	404.67		373.50	
<i>COMMISSION FOR THE DISABLED</i>									
#5200-5600 OPERATING EXPENSE		1,300.00			1,300.00	1,164.39		135.61	
<i>COMMISSION FOR THE DISABLED</i>									
OTHER CAPITAL OUTLAY									
#5800 AUDIO TACTILE PUSH BUTTONS	19,255.04		3,800.00		23,055.04	5,625.00		0.00	17,430.04
TOTAL COMMISSIONS	\$19,533.21	\$3,500.00	\$3,800.00	\$0.00	\$26,833.21	\$7,905.64	\$0.00	\$1,497.53	\$17,430.04

**RECAPITULATION OF EXPENDITURES
JULY 1, 2002 THROUGH JUNE 30, 2003**

ACCOUNT CODES	BALANCE FORWARD JULY 1, 2002	APPROPRIATED FISCAL '03	LOANS/TRANS OTHER CREDITS AMEND VOTES	RESERVE FD TRANSFERS CREDITS	TOTAL	EXPENDED SELECTMEN WARRANTS	DEBITS/TRANS OTHER CHGS AMEND VOTES	UNEXPENDED BAL. CLOSED TO REVENUE	BAL. FORWARD TO FISCAL '04 {OVERDRAFTS}
<u>PUBLIC LIBRARIES</u>									
#5100 #5400		1,046,845.00 235,050.00			1,046,845.00 235,050.00	1,044,273.16 237,621.84		2,571.84 (2,571.84)	
<u>BACON FREE LIBRARY</u>									
#5100 #5400		53,514.00 29,605.00			53,514.00 44,508.55	53,145.20 41,843.08		368.80 (368.53)	3,034.00
TOTAL PUBLIC LIBRARIES	\$14,903.55	\$1,365,014.00	\$0.00	\$0.00	\$1,379,917.55	\$1,376,883.28	\$0.00	\$0.27	\$3,034.00

UNCLASSIFIED ACCOUNTS

<u>PENSIONS AND ANNUITIES</u>									
<u>CONTRIBUTORY RETIREMENT BOARD</u>									
#5800		3,760,752.00			3,760,752.00	3,760,752.00		0.00	
#5800		367,410.00			367,410.00	367,410.00		0.00	
<u>NON-CONTRIBUTORY PENSIONS</u>									
#5100	2,524.83	218,598.00	24,593.00		245,715.83	243,678.33		2,037.50	
TOTAL PENSIONS AND ANNUITIES	\$2,524.83	\$4,346,760.00	\$24,593.00	\$0.00	\$4,373,877.83	\$4,371,840.33	\$0.00	\$2,037.50	\$0.00

INTEREST AND MATURING DEBT

<u>MATURING DEBT</u>									
#5900		150,000.00			150,000.00	150,000.00		0.00	
#5900		25,000.00			25,000.00	25,000.00		0.00	
#5900		85,000.00			85,000.00	85,000.00		0.00	
#5900		65,000.00			65,000.00	65,000.00		0.00	
#5900		160,000.00			160,000.00	160,000.00		0.00	
#5900		40,000.00			40,000.00	40,000.00		0.00	
#5900		220,000.00			220,000.00	220,000.00		0.00	
#5900		45,000.00			45,000.00	45,000.00		0.00	
#5900		25,000.00			25,000.00	25,000.00		0.00	
#5900		15,000.00			15,000.00	15,000.00		0.00	
#5900		50,000.00			50,000.00	50,000.00		0.00	
#5900		305,000.00			305,000.00	305,000.00		0.00	

TOWN OF NATICK
RECAPITULATION OF EXPENDITURES
JULY 1, 2002 THROUGH JUNE 30, 2003

ACCOUNT CODES	BALANCE FORWARD JULY 1, 2002	APPROPRIATED FISCAL '03	LOANS/TRANS OTHER CREDITS AMEND VOTES	RESERVE FD TRANSFERS CREDITS	TOTAL	EXPENDED SELECTMEN WARRANTS	DEBITS/TRANS OTHER CHGS AMEND VOTES	UNEXPENDED BAL. CLOSED TO REVENUE	BAL. FORWARD TO FISCAL '04 (OVERDRAFTS)
<u>INTEREST AND MATURING DEBT</u>									
<u>MATURING DEBT</u>									
#5900		20,000.00			20,000.00	20,000.00		0.00	
#5900		20,000.00			20,000.00	20,000.00		0.00	
#5900		500,000.00			500,000.00	500,000.00		0.00	
#5900		125,000.00			125,000.00	125,000.00		0.00	
#5900		422,000.00			422,000.00	422,000.00		0.00	
#5900		53,000.00			53,000.00	53,000.00		0.00	
#5900		125,000.00			125,000.00	125,000.00		0.00	
#5900		7,684.00			7,684.00	7,684.00		0.00	
#5900		505,000.00			505,000.00	505,000.00		0.00	
#5900		160,000.00			160,000.00	160,000.00		0.00	
#5900		40,000.00			40,000.00	40,000.00		0.00	
#5900		35,000.00			35,000.00	35,000.00		0.00	
#5900		25,000.00			25,000.00	25,000.00		0.00	
#5900		75,000.00			75,000.00	75,000.00		0.00	
#5900		15,000.00			15,000.00	15,000.00		0.00	
#5900		50,000.00			50,000.00	50,000.00		0.00	
#5900		305,000.00			305,000.00	305,000.00		0.00	
#5900		660,000.00			660,000.00	660,000.00		0.00	
#5900		30,000.00			30,000.00	30,000.00		0.00	
#5900		45,000.00			45,000.00	45,000.00		0.00	
#5900		50,000.00			50,000.00	50,000.00		0.00	
#5900		150,000.00			150,000.00	150,000.00		0.00	
#5900		140,000.00			140,000.00	140,000.00		0.00	
#5900		60,000.00			60,000.00	60,000.00		0.00	
#5900		180,000.00			180,000.00	180,000.00		0.00	
#5900		145,000.00			145,000.00	145,000.00		0.00	
#5900		25,000.00			25,000.00	25,000.00		0.00	
#5900		15,000.00			15,000.00	15,000.00		0.00	
#5900		70,000.00			70,000.00	70,000.00		0.00	
#5900			34,980.00		34,980.00	34,980.00		0.00	
#5900							175,000.00		
#5900			175,000.00		175,000.00	175,000.00		0.00	
<u>DRAW DOWN DEBT</u>									
#5900									
#5900									

TOWN OF NATICK
RECAPITULATION OF EXPENDITURES
JULY 1, 2002 THROUGH JUNE 30, 2003

ACCOUNT CODES	BALANCE FORWARD JULY 1, 2002	APPROPRIATED FISCAL '03	LOANS/TRANS OTHER CREDITS AMEND VOTES	RESERVE FD TRANSFERS CREDITS	TOTAL	EXPENDED SELECTMEN WARRANTS	DEBITS/TRANS OTHER CHGS AMEND VOTES	UNEXPENDED BAL. CLOSED TO REVENUE	BAL. FORWARD TO FISCAL '04 {OVERDRAFTS}
INTEREST ON MATURING DEBT									
#5910 ANTICIPATED LOANS		905,865.00	(35,835.05)		870,029.95	683,339.00		186,690.95	
#5910 1992 LAND ACQUISITION		1,645.00			1,645.00	1,645.00		0.00	
#5910 1992 ELM BANK (WATER SUPPLY)		85,095.00			85,095.00	85,095.00		0.00	
#5910 1994 LAND ACQUISITION		55,263.00			55,263.00	55,263.50		0.50	
#5910 1994 OIL TANK REMOVAL		39,988.00			39,988.00	39,987.50		0.50	
#5910 1996 MORSE LIBRARY		101,047.00			101,047.00	101,046.24		0.76	
#5910 1996 LANDFILL CAPPING		14,057.00			14,057.00	14,056.25		0.75	
#5910 1997 MORSE LIBRARY		146,419.00			146,419.00	146,418.75		0.25	
#5910 1997 OIL TANK		29,994.00			29,994.00	29,993.78		0.22	
#5910 1997 WATER TREATMENT PLANT		19,719.00			19,719.00	19,718.75		0.25	
#5910 1997 LANDFILL CAPPING		9,125.00			9,125.00	9,125.00		0.00	
#5910 1997 MUNICIPAL COMPLEX		33,388.00			33,388.00	33,387.48		0.52	
#5910 1997 BROWN SCHOOL		240,569.00			240,569.00	240,568.75		0.25	
#5910 1997 LILIA SCHOOL		13,069.00			13,069.00	13,068.75		0.25	
#5910 1998 SEWER ROCK WOOD PLEASANT		9,824.00			9,824.00	9,823.23		0.77	
#5910 1998 MUNICIPAL COMPLEX		330,875.00			330,875.00	330,875.00		0.00	
#5910 1998 MORSE LIBRARY		82,719.00			82,719.00	82,718.75		0.25	
#5910 1998 LILIA SCHOOL		297,823.00			297,823.00	297,822.75		0.25	
#5910 1998 WATER TREATMENT PLANT		45,756.00			45,756.00	45,755.25		0.75	
#5910 1998 LANDFILL CAPPING		95,219.00			95,219.00	95,218.75		0.25	
#5910 1999 MUNICIPAL COMPLEX		368,332.00			368,332.00	368,331.25		0.75	
#5910 1999 LANDFILL CAPPING		132,752.00			132,752.00	132,751.25		0.75	
#5910 1999 SEWER VARIOUS STS (SO NATICK)		31,098.00			31,098.00	31,097.50		0.50	
#5910 1999 SEWER UNION STREET		25,125.00			25,125.00	25,125.00		0.00	
#5910 1999 WATERLINE LAKESHORE RD		21,025.00			21,025.00	21,025.00		0.00	
#5910 1999 SEWER RELINING PROGRAM		8,063.00			8,063.00	8,062.50		0.50	
#5910 1999 LILIA SCHOOL		12,615.00			12,615.00	12,615.00		0.00	
#5910 1999 LAND PURCHASE BACON ST		5,375.00			5,375.00	5,375.00		0.00	
#5910 1999 MUNICIPAL OIL TANKS		6,863.00			6,863.00	6,862.50		0.50	
#5910 2000 BEN-HEM SCHOOL		622,380.00			622,380.00	622,380.00		0.00	
#5910 2000 WATERLINE LAKESHORE RD		25,175.00			25,175.00	25,175.00		0.00	
#5910 2000 SEWER SO NATICK WATER/VR/LINC		37,576.00			37,576.00	37,576.00		0.00	
#5910 2000 SEWER BODEN LANE		22,501.00			22,501.00	22,500.27		0.73	
#5910 2002 SASSAMON TRACE GOLF COURSE		133,215.00			133,215.00	133,215.00		0.00	
#5910 2002 FIRE LADDER TRUCK		25,900.00			25,900.00	25,900.00		0.00	

TOWN OF NATICK
RECAPITULATION OF EXPENDITURES
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ACCOUNT CODES	BALANCE FORWARD JULY 1, 2002	APPROPRIATED FISCAL '03	LOANS/TRANS OTHER CREDITS AMEND VOTES	RESERVE FD TRANSFERS CREDITS	TOTAL	EXPENDED SELECT/MEN WARRANTS	DEBITS/TRANS OTHER CHGS AMEND VOTES	UNEXPENDED BAL. CLOSED TO REVENUE	BAL. FORWARD TO FISCAL '04 (OVERDRAFTS)
INTEREST ON MATURING DEBT									
#5910 2002 STREET LIGHT ACQUISITION		29,750.00			29,750.00			29,750.00	
#5910 2002 WATER METERS		72,090.00			72,090.00	72,090.00		0.00	
#5910 2002 WATER NO MAIN/PINE/NO AVE		56,795.00			56,795.00	56,795.00		0.00	
#5910 2002 LAKESHORE RD		19,060.00			19,060.00	19,060.00		0.00	
#5910 2002 SEWER LEACH LANE		9,290.00			9,290.00	9,290.00		0.00	
#5910 2002 WATER BACON/NORTH AVE		28,035.00			28,035.00	28,035.00		0.00	
#5910 2002 MW PAT STORM WATER MGMT			855.05		855.05	855.05		0.00	
TOTAL INTEREST AND MATURING DEBT	\$0.00	\$9,488,158.00	\$175,000.00	\$0.00	\$9,663,158.00	\$9,211,706.80	\$175,000.00	\$276,451.20	\$0.00
RESERVE FUND									
#5700 RESERVE FOR APPROPRIATIONS		470,000.00	42,800.00	(463,270.60)	49,529.40			49,529.40	
PROPERTY & LIABILITY INSURANCE									
#5700 PACKAGE POLICY INS		114,500.00		6,400.00	120,900.00	120,706.38		193.62	
#5700 MOTOR VEHICLE INS		90,200.00	19,800.00		110,000.00	109,808.00		(543.00)	735.00
#5700 BOILER (VESSEL) INC		8,700.00	700.00		9,400.00	8,987.45		412.55	
FRINGE BENEFIT INSURANCE									
#5210 FRINGE BENEFIT GROUP INS	8,550.40	6,410,524.00			6,419,074.40	6,394,649.25		20,260.15	4,165.00
#5210 UNEMPLOYMENT INSURANCE		30,000.00		76,115.00	106,115.00	104,546.59		1,568.41	
#5210 WORKERS COMPENSATION	117,290.72	420,000.00			537,290.72	507,252.86		(0.00)	30,037.86
#5210 POLICE/FIRE 111F BENEFITS		50,000.00	38,800.00		88,800.00	55,071.07		0.00	33,728.93
#5210 FICA (MEDICARE MATCHING COST)		395,317.00		59,959.00	455,276.00	462,895.70		(7,619.70)	
#5210 FICA (MATCHING COST)		6,200.00			6,200.00	2,748.95		3,451.05	
#5210 D.O.T. TESTING		4,000.00			3,201.00	799.00			
#5210 LUANA PENSION CONTRIBUTION		113,088.00			113,088.00	98,966.51		14,121.49	
#5210 EMPLOYEE ASSISTANCE PROGRAM		23,000.00			23,000.00	22,800.04		199.96	
TOTAL UNCLASSIFIED ACCOUNTS	\$125,841.12	\$8,135,529.00	\$102,100.00	(\$320,796.60)	\$8,042,673.52	\$7,891,633.80	\$0.00	\$82,371.93	\$68,666.79

TOWN OF NATICK
RECAPITULATION OF EXPENDITURES
JULY 1, 2002 THROUGH JUNE 30, 2003

ACCOUNT CODES	BALANCE FORWARD JULY 1, 2002	APPROPRIATED FISCAL '03	LOANS/TRANS OTHER CREDITS AMEND VOTES	RESERVE FD TRANSFERS CREDITS	TOTAL	EXPENDED SELECTMEN WARRANTS	DEBITS/TRANS OTHER CHGS AMEND VOTES	UNEXPENDED BAL. CLOSED TO REVENUE	BAL. FORWARD TO FISCAL '04 (OVERDRAFTS)
GENERAL FUND									
CASH/REFUNDS:									
PERSONAL PROPERTY:									
LEVY OF 2003			20,245.70		20,245.70	20,245.70			0.00
LEVY OF 2002			645.64		645.64	645.64			0.00
REAL ESTATE:									
LEVY OF 2003			101,355.51		101,355.51	101,355.51			0.00
LEVY OF 2002			133,603.71		133,603.71	133,603.71			0.00
LEVY OF 2001			50,799.85		50,799.85	50,799.85			0.00
LEVY OF PRIOR YRS			60,847.96		60,847.96	60,847.96			0.00
MOTOR VEHICLE									
LEVY OF 2003			22,254.54		22,254.54	22,254.54			0.00
LEVY OF 2002			67,984.22		67,984.22	67,984.22			0.00
LEVY OF 2001			30,742.78		30,742.78	30,742.78			0.00
STATE ASSESSMENTS:									
ELDERLY GOVERNMENT RETIREES			688.00		688.00	688.00			0.00
AIR POLLUTION CTL DISTRICTS CH6			9,797.00		9,797.00	9,797.00			0.00
METRO AREA PLANNING COUNCIL			8,164.00		8,164.00	8,164.00			0.00
MBTA CHS 161A 825			749,728.00		749,728.00	749,728.00			0.00
SPEC ED CH 71B			0.00		0.00	0.00			0.00
MOSQUITO CONTROL			44,780.00		44,780.00	44,780.00			0.00
NON RENEWAL EXCISE TAX			27,440.00		27,440.00	27,440.00			0.00
SCHOOL CHOICE			27,513.00		27,513.00	27,513.00			0.00
ALL OTHER:									
FEDERAL TAXES WITHHELD	(2,942.26)		6,557,711.76		6,557,711.76	6,557,711.76			0.00
STATE TAXES WITHHELD	(3,696.77)		2,163,738.35		2,163,738.35	2,163,738.35			0.00
DEFERRED COMPENSATION PLANS	(10,403.40)		1,063,608.66		1,063,608.66	1,038,296.82			25,311.84
BLUE CROSS INSURANCE	(8,885.80)		(8,885.80)		(8,885.80)				(8,885.80)
GROUP LIFE DIVIDEND	(27,521.35)		(27,521.35)		(27,521.35)				(27,521.35)
GROUP HEALTH LIFE & DENTAL	(684,742.28)		2,674,902.90		1,990,160.62	2,763,629.57			(773,468.95)
RETIREMENT BOARD	13,877.74		117,797.82		131,675.56	112,323.12			19,352.44
REDEPOSIT/TRANSFER ITEMS	0.00		0.00		0.00				0.00
TAX TITLE FORECLOSURE	(60,482.09)		5,000.00		(65,482.09)	1,310.88			(66,792.97)
TOTAL GENERAL FUND	(\$784,796.21)	\$0.00	\$13,956,391.83	\$0.00	\$13,161,595.62	\$13,993,600.41	\$0.00	\$0.00	(\$832,004.79)

TOWN OF NATICK
RECAPITULATION OF EXPENDITURES
JULY 1, 2002 THROUGH JUNE 30, 2003

ACCOUNT CODES	BALANCE FORWARD JULY 1, 2002	APPROPRIATED FISCAL Y3	LOANS/TRANS OTHER CREDITS AMEND VOTES	RESERVE FD TRANSFERS CREDITS	TOTAL	EXPENDED SELECTMEN WARRANTS	DEBITS/TRANS OTHER CHGS AMEND VOTES	UNEXPENDED BAL. CLOSED TO REVENUE	BAL. FORWARD TO FISCAL '04 {OVERDRAFTS}
<u>REVOLVING FUNDS (MUNICIPAL)</u>									
BULKY WASTE PICK-UPS	4,991.63		61,631.00		66,622.63	52,756.96			13,865.67
CAMP MARY BUNKER	8,288.44				8,288.44				8,288.44
COMMUNITY FARM PROJECT	0.00		1,166.51		1,166.51				0.00
COMPOSTING BIN PROGRAM	8,963.37		1,035.00		9,998.37				8,963.55
CONSERVATION COMMISSION	278.46		1,500.00		1,778.46				433.30
COUNCIL AGING (TRANSPORTATION)	2,481.18		890.00		3,371.18	222.78			3,148.40
MBTA BUSING	798.75				798.75				798.75
POLICE TRAINING CENTER	652.28		1,700.00		2,352.28				1,064.40
PROCEEDS FROM INS CLAIMS <\$20,000	1,311.47		31,076.90		32,388.37	18,451.72			13,936.65
PROCEEDS FROM INS CLAIMS >\$20,000			24,387.50		24,387.50				24,387.50
RAIL LINK SHUTTLE	21,923.09		45,690.00		69,613.09	20,709.93			48,903.16
RECREATION PROGRAMS	15,492.51		897,947.08		913,439.59	887,227.80			26,211.79
SALE OF MARSHALL AVE	1,811.01				1,811.01				1,811.01
SEALER WEIGHTS/MEASURES	4,510.60		1,012.50		5,523.10				5,523.10
<u>FEDERAL GRANT FUNDS (MUNICIPAL)</u>									
BLIZZARD OF 1992	2,398.27				2,398.27				2,398.27
HEALTH INFO NEWS	490.46				490.46				490.46
COPS PROBLEM SOLVING PARTNERSHIP	12,793.40				12,793.40				12,793.40
DELINQUENCY PREVENTION	6,835.95				6,835.95				6,835.95
FEMA SNOW REMOVAL	0.00		75,899.82		75,899.82	75,899.82			0.00
GOVERNOR'S EDUCATION TRAINING	33,426.99				33,426.99	33,427.05			(0.06)
PL104-134 LOCAL LAW ENFORCEMENT	178.58				178.58				178.58
PL104-134 LAW ENFORCEMENT	3,549.97				3,549.97				3,338.47
POLICY YOUTH GRANT (NEW HORIZONS)	(14,350.00)		32,811.00		18,461.00	211.50			(9,753.00)
POLICE MGMT SYSTEMS IRAMS			100,000.00		100,000.00	28,214.00			41,312.62
ASSISTANCE TO FIREFIGHTERS			10,155.00		10,155.00	58,487.38			(108.00)
SAFE DRUG FREE SCHOOLS			50,000.00		50,000.00	10,263.00			50,000.00
PL105-119 LLEBG			10,840.00		10,840.00				10,840.00
TITLE VILEP COUNCIL AGING					0.00	880.00			(880.00)
WATER TREATMENT TOXIC SUBSTANCE	1,636.00				0.00	12,167.11			(12,167.11)
CONSERVATION COMMISSION	11,200.00				1,636.00				1,636.00
HISTORIC LANDSCAPE					11,200.00				11,200.00

TOWN OF NATICK
RECAPITULATION OF EXPENDITURES
JULY 1, 2002 THROUGH JUNE 30, 2003

ACCOUNT CODES	BALANCE FORWARD JULY 1, 2002	APPROPRIATED FISCAL '03	LOANS/TRANS AMEND VOTES	RESERVE FD TRANSFERS CREDITS	TOTAL	EXPENDED SELECTMEN WARRANTS	DEBITS/TRANS OTHER CHGS AMEND VOTES	UNEXPENDED BAL. CLOSED TO REVENUE	BAL. FORWARD TO FISCAL '04 (OVERDRAFTS)
<u>STATE GRANT FUNDS (MUNICIPAL)</u>									
BULLET PROOF VESTS	13.50		22,760.00		22,773.50	21,182.00		0.00	1,591.50
FIRE EDUCA SAFETY PROGRAM	25.00				25.00				25.00
COMMUNITY POLICING GRANT (2000)	9,233.53				9,233.53				9,233.53
GOVERNOR'S HGWY SAFETY (2001)	558.69				558.69				558.69
COPS IN SHOPS	3,997.26				3,997.26				3,997.26
FIRE WELLNESS PROGRAM	700.00				700.00				700.00
FIRE SAFE PROGRAM	736.10				736.10	737.99			(1.89)
D.A.R.E. PROGRAM	4,414.37		6,000.00		10,414.37	8,006.40			2,407.97
COMMUNITY POLICING GRANT (2002)	15,598.85				15,598.85	13,988.16			1,610.69
GOVERNOR'S HIGHLY SAFETY	(1,926.88)				4,061.16	4,061.22			(0.06)
GHSB SPEED WATCH			5,988.04		5,376.00	5,371.00			5.00
FIRE SAFE PROGRAM			5,376.00		1,835.50	1,835.45			0.05
COMMUNITY POLICING			57,000.00		57,000.00	28,548.01			28,451.99
GOVERNOR'S HGWY SAFETY			4,211.00		4,211.00	6,666.61			(2,455.61)
LLEPG SAFETY EQUIPMENT			44,500.00		44,500.00	9,669.74			34,830.26
FIRE P/SAFETY EQUIPMENT			41,000.00		41,000.00	40,747.35			252.65
GHSB SPEED LIMIT					0.00	7,158.26			(7,158.26)
COPY IN SHOPS					0.00	2,528.96			(2,528.96)
WATER LEAK DETECTION PROG	33,095.29				33,095.29	33,095.29			0.00
DEQUE SEWER SYSTEM EVALUATION	7,001.94				7,001.94	7,001.94			0.00
DESIGN REHAB SEWER	27,294.00				27,294.00	27,269.20			24.80
MASS HGWY MORAN PARK	45,643.47				45,643.47	25,000.00			20,643.47
FISKE POND CLEANUP	5,120.02				5,120.02				5,120.02
MASS RELIEF	1,275.00				1,275.00				1,275.00
HERITAGE TREE GRANT	984.50				984.50				984.50
NATICK DISTRICT COURT	2,800.00				2,800.00				2,800.00
MWPAT STORM WATER MANAGEMENT			232,000.00		232,000.00	287,000.00			(55,000.00)
WASTE TO ENERGY PROGRAM			24,739.34		24,739.34	82,888.99			(58,149.65)
TURN2003			3,230.00		3,230.00	7,177.34			(3,947.34)

TOWN OF NATICK
RECAPITULATION OF EXPENDITURES

ACCOUNT CODES	BALANCE FORWARD JULY 1, 2002	APPROPRIATED FISCAL 03	LOANS/TRANS OTHER CREDITS AMEND VOTES	RESERVE FD TRANSFERS CREDITS	TOTAL	EXPENDED SELECTMEN WARRANTS	DEBITS/TRANS OTHER CHGS AMEND VOTES	UNEXPENDED BAL. CLOSED TO REVENUE	BAL. FORWARD TO FISCAL '04 (OVERDRAFTS)
STATE GRANT FUNDS (MUNICIPAL)									
ARTS LOTTERY	7,298.25		4,230.00		11,528.25	7,484.44			4,043.81
LIBRARY COMMISSIONERS	72,690.31		42,210.80		114,901.11	2,756.10	40,000.00		72,145.01
LIBRARY CIRCULATION OFF-SET	6,178.03				6,178.03				6,178.03
LIBRARY EARLY CHILDHOOD			5,000.00		5,000.00	2,080.09			2,919.91
TOBACCO CONTROL PROGRAM	5,048.56				5,048.56	4,931.44			117.12
ELDER AFFAIRS GRANT	62,338.39				62,338.39	26,975.19			35,363.20
ELDER AFFAIRS GRANT (2002)	27,210.00				27,210.00	12,336.61			14,873.39
ELDER AFFAIRS GRANT (2003)			28,618.00		28,618.00	7,808.00			20,810.00
WATER POLLUTION TITLE 5 (1ST)	490.52				490.52	11.52			479.00
WATER POLLUTION TITLE 5 (2ND)	72,960.94				72,960.94	38,608.00			34,352.94
TOTAL REVOLVING/FEDERAL/STATE GRANTS	\$542,442.05	\$0.00	\$1,876,440.99	\$0.00	\$2,418,883.04	\$1,927,278.72	\$40,000.00	\$0.00	\$451,604.32

RECEIPTS RESERVED FOR APPROPRIATION

AUTOLEASE PARKING SURCHARGE	0.10				0.10				0.10
CABLE RENEWAL SECTION 7.2	20,720.56		15,381.44		36,102.00				36,102.00
CABLE RENEWAL SECTION 7.3	3,953.45				3,953.45				3,953.45
CABLE EQUIP SECTION 6.6	0.18				0.18				0.18
CENTRAL ARTERY FILL	119,120.00				119,120.00		119,120.00		0.00
DRAINAGE HOME DEPOT	5,000.00				5,000.00				5,000.00
GENERAL RECEIPTS	0.85				0.85				0.85
IMPROVE BUNKER LANE	860.52				860.52				860.52
IMPROVE GARDEN RD EXT	4,770.00				4,770.00				4,770.00
IMPROVE GRISTMILL LN	8,576.66				8,576.66				8,576.66
IMPROVE LAKESHORE RD WATER MAIN	83,000.00				83,000.00	62,770.24			20,229.76
IMPROVE MEGONKO BROOK	350.00				350.00				350.00
IMPROVE PAMELA RD PUMP STA	6,235.21				6,235.21	6,176.59			58.62
IMPROVE REDMAN DRIVE PUMP STA	12,000.00				12,000.00				12,000.00
IMPROVE STILLMAN ST EXT	4,500.51				4,500.51	1,750.00			2,750.51
IMPROVE TRAVIS RD PUMP STA	(926.40)				(926.40)				(926.40)
IMPROVE WESTWOOD RD	2,263.10				2,263.10				2,263.10
LAND PURCHASE	0.60				0.60				0.60
MBTA CONTRACT ASSISTANCE	91,484.35		81,017.06		172,501.41		70,000.00		102,501.41

TOWN OF NATICK
RECAPITULATION OF EXPENDITURES
JULY 1, 2002 THROUGH JUNE 30, 2003

ACCOUNT CODES	BALANCE FORWARD JULY 1, 2002	APPROPRIATED FISCAL 03	LOANS/TRANS OTHER CREDITS AMEND VOTES	RESERVE FD TRANSFERS CREDITS	TOTAL	EXPENDED SELECTMEN WARRANTS	DEBITS/TRANS OTHER CHGS AMEND VOTES	UNEXPENDED BAL. CLOSED TO REVENUE	BAL. FORWARD TO FISCAL '04 (OVERDRAFTS)
<u>RECEIPTS RESERVED FOR APPROPRIATION</u>									
MDSX COUNTY DOG REFUND	(0.01)				(0.01)				(0.01)
OIL TANK (FUTURE DEBT)	41,350.11		26,306.53		67,656.64		110,000.00		(42,343.36)
PARKING METERS	123,626.62		80,883.28		204,509.90		50,000.00		154,509.90
SALE OF 10 WILSON STREET	800.00				800.00				800.00
SALE OF WEST CENTRAL STREET	5,705.00				5,705.00				5,705.00
SALE SURPLUS PROPERTY	231,040.32				231,040.32	5,100.00			225,940.32
SEPTIC SYSTEMS TITLE 5	25,583.27		39,427.25		65,010.52		11,112.00		53,898.52
SEWER BANK SALE	144,075.05				144,075.05				144,075.05
SEWER ENTRANCE FEES	526,655.25		73,584.25		600,239.50		600,239.50		0.00
SURPLUS EQUIPMENT PROCEEDS	1,749.77				1,749.77				1,749.77
TIX TRAFFIC/TRANSPORTATION	70,995.59				70,995.59				70,995.59
INSTALL TRAFFIC LIGHTS	37,711.69				37,711.69	15,000.00			22,711.69
WATER TRMNT (US GOVERNMENT)	0.00				0.00				0.00
WETLANDS PROTECTION ACT	21,021.41		4,550.00		25,571.41	7,582.28			17,989.13
PLAN BD FEE (BUS)	8,659.80				8,659.80				8,659.80
SEWALK PROJECTS	18,998.55		101,075.00		120,073.55				120,073.55
TOTAL RECEIPT RESERVED APPROPRIATION	\$1,619,882.11	\$0.00	\$422,224.81	\$0.00	\$2,042,106.92	\$98,379.11	\$960,471.50	\$0.00	\$983,256.31

<u>CAPITAL PROJECTS FUND</u>									
BEN-HEM SCHOOL CONSTRUCTION	38,340.06				38,340.06				18,840.06
BROWN SCHOOL CONSTRUCTION	47,441.31				47,441.31	19,500.00			47,441.31
COMPUTER EQUIPMENT	9,019.77				9,019.77				9,019.77
CURBING PORTER ROAD	200,000.00				200,000.00	184,000.00			16,000.00
DWP FACILITY	1,367.19				1,367.19				1,367.19
ELM BANK WATER	0.04				0.04				0.04
FIRE ALARMS - HIGH SCHOOL	(175,000.00)		175,000.00		0.00				0.00
FIRE TRUCK	700,000.00				700,000.00	659,945.66			40,054.34
HIGHWAY CHAPTER 90/TRUCK	30,488.43				30,488.43				30,488.43
HIGHWAY CHAPTER 90	(6,253.80)		461,668.08		455,414.28	495,982.41			(40,568.13)
INET EQUIPMENT			240,000.00		240,000.00	224,928.97			15,071.03
LAND ACQUISITION (14 E CENTRAL)	2,863.99				2,863.99				2,863.99

TOWN OF NATICK
RECAPITULATION OF EXPENDITURES
JULY 1, 2002 THROUGH JUNE 30, 2003

ACCOUNT CODES	BALANCE FORWARD JULY 1, 2002	APPROPRIATED FISCAL '03	LOANS/TRANS OTHER CREDITS AMEND VOTES	RESERVE FD TRANSFERS CREDITS	TOTAL	EXPENDED SELECTMEN WARRANTS	DEBITS/TRANS OTHER CHGS AMEND VOTES	UNEXPENDED BAL. CLOSED TO REVENUE	BAL. FORWARD TO FISCAL '04 (OVERDRAFTS)
CAPITAL PROJECTS FUND									
LANDFILL CAPPING	124,475.37		119,120.00		243,595.37	64,794.99		178,800.38	
LILLIA SCHOOL	18,761.55				18,761.55	18,761.55		0.00	0.00
MORSE INSTITUTE LIBRARY	24,441.33				24,441.33			24,441.33	
MUNICIPAL COMPLEX	228,967.91				228,967.91	20,508.09		208,459.82	
MUNICIPAL OIL TANKS	2,851.96				2,851.96			2,851.96	
NATICK HIGH SCHOOL PLANS	447,302.09				447,302.09	447,302.09		0.00	0.00
PEGAN COVE	13,196.51				13,196.51			13,196.51	
SEWER INFLOW/INFILTRATION	384,600.75				384,600.75	203,327.69		181,273.06	
SEWER ROCKWOOD/SCARSDALE ROAD	2,888.80		22,540.21		25,429.01	8,000.00		17,429.01	
SEWER BODEN LANE	175,613.26				175,613.26	175,558.30		54.96	
SEWER LAKESHORE ROAD	419,852.31				419,852.31	164,384.18	22,540.21	232,927.92	
SEWER LEACH LANE	137,534.68				137,534.68			137,534.68	
SEWER MERGER ROAD	0.05				0.05			0.05	
SEWER RELINING PROJECT	107,078.06				107,078.06			107,078.06	
SEWER WATER/VERLIN/COHNS STS	420,701.80				420,701.80		420,701.80	0.00	
SEWER UNION STREET	318,239.21				318,239.21		318,239.21	0.00	
SEWER UNION STREET	35,127.22				35,127.22			35,127.22	
SEWER EAST CENTRAL ST			1,015,000.00		1,015,000.00	22,821.97		992,178.03	
STREET LIGHTING			395,000.00		395,000.00	366,507.54		28,492.46	
TRANSFER STATION	35,467.45				35,467.45			35,467.45	
WATER MAIN BACON ST	700,000.00				700,000.00	278,746.16		421,253.84	
WATER METER PROGRAM	1,657,041.26				1,657,041.26	592,688.58		1,064,352.68	
WATER PINE/NORTH AVENUE	1,420,000.00				1,420,000.00	45,638.33		1,374,361.67	
WATERLINE LAKE SHORE ROAD	512,018.59				512,018.59	95,778.22		416,240.37	
WATER TREATMENT PLANT	337.75				337.75			337.75	
WILSON/KENNEDY MIDDLE SCHOOL	14,241,925.22		4,550,000.00		18,791,925.22	13,338,941.72		5,452,983.50	
TOTAL CAPITAL PROJECTS	\$22,276,690.12	\$0.00	\$6,978,328.29	\$0.00	\$29,255,018.41	\$17,428,116.45	\$761,481.22	\$0.00	\$11,065,420.74

TOWN OF NATICK
RECAPITULATION OF EXPENDITURES
JULY 1, 2002 THROUGH JUNE 30, 2003

ACCOUNT CODES	BALANCE FORWARD JULY 1, 2002	APPROPRIATED FISCAL '03	LOANS/TRANS AMEND VOTES	RESERVE FD TRANSFERS CREDITS	TOTAL	EXPENDED SELECTMEN WARRANTS	DEBITS/TRANS OTHER CHGS AMEND VOTES	UNEXPENDED BAL. CLOSED TO REVENUE	BAL. FORWARD TO FISCAL '04 (OVERDRAFTS)
EXPENDABLE TRUSTS									
JOHN B WALCOTT INTEREST	(5,805.39)		5,282.19		(523.20)	4,758.99			(5,282.19)
CEMETERY TRUSTS:									
ABRAHAM BIGELOW	0.00		2.81		2.81				0.00
GEORGE BECKMAN	0.00		17.60		17.60				0.00
THOMAS SMITH	0.00		2.23		2.23				0.00
GEORGE COBB	0.00		2.80		2.80				0.00
EDWARD BIGELOW	0.00		2.94		2.94				0.00
COLLINS/MORSE	0.00		252.55		252.55				0.00
HENRY WILSON	19,942.48		20.00		19,962.48	20.00			19,942.48
NAGLEFOX	0.00		5.61		5.61				0.00
TOTAL EXPENDABLE TRUSTS	\$14,137.09	\$0.00	\$5,588.73	\$0.00	\$19,725.82	\$5,065.53	\$0.00	\$0.00	\$14,660.29
OTHER EXPENDABLE TRUSTS									
AMA FOUNDATION GRANT			1,000.00		1,000.00				0.00
AMBULANCE MEMORIAL FUND	100.00		30.00		130.00				130.00
BAA MARATHON	1,975.03		20,000.00		21,975.03				6,668.13
BROWN SCHOOL DONATIONS			100.00		100.00			15,000.00	0.00
BUSINESS PROFESSIONALS OF AMERICA			3,190.00		3,190.00				7.36
CAPT. TOM'S HILL	30,238.99				30,238.99				30,238.99
CHILDREN FIRST DONATIONS	1,265.10		5,615.80		6,880.90				2,764.09
COGNEX LIBRARY COMPUTER LABS	1,500.00		1,500.00		3,000.00				(1,440.09)
COLE CENTER/MEMORIAL BEACH IMP	0.00				0.00				0.00
COLE FIELD IRRIGATION	0.00				0.00				0.00
COMMISSION FOR THE DISABLED	2,643.77		3,098.95		5,742.72				2,257.08
COMMUNITY COALITION - WALKING PROG			6,000.00		6,000.00				6,000.00
COUNCIL ON AGING DONATIONS	16,181.47		13,500.31		29,681.78				18,033.94
CROSSROADS CAPACITY BLDG GRANT	0.00				0.00				0.00
ELEANOR ROOSEVELT TEACH FELLOWSHIP			2,000.00		2,000.00				2,000.00
ELDERLY/DISABLED TAXATION FUND	16,343.70		13,613.26		29,956.96				5,950.50
FIRE THERMAL IMAGING CAMERA	0.00				0.00				0.00
FIRE PREVENTION	0.58				0.58				0.58
GEORGE ROGERS TRUST	352.54		4.46		357.00				357.00
GREEN PAGES - NATICK RECYCLING	200.00				200.00				200.00
GROUP LIFE DIVIDEND (BASIC)	9,844.00				9,844.00				9,844.00

TOWN OF NATICK
RECAPITULATION OF EXPENDITURES
JULY 1, 2002 THROUGH JUNE 30, 2003

ACCOUNT CODES	BALANCE FORWARD JULY 1, 2002	APPROPRIATED FISCAL '03	LOANS/TRANS AMEND VOTES	RESERVE FD TRANSFERS CREDITS	TOTAL	EXPENDED SELECTMEN WARRANTS	DEBITS/TRANS OTHER CHGS AMEND VOTES	UNEXPENDED BAL. CLOSED TO REVENUE	BAL. FORWARD TO FISCAL '04 {OVERDRAFTS}
<u>OTHER EXPENDABLE TRUSTS</u>									
GUN BUY BACK PROGRAM	250.00				250.00				250.00
HENRY WILSON SHOP MAINTENANCE	4,619.49		60.47		4,679.96				4,679.96
HENRY WILSON COBBLER SHOP RESTORE	0.00				0.00				0.00
HOMARTPOLICE MOTORCYCLE	739.00				739.00				739.00
HOSPICE AT HOME DONATION	85.00				85.00				85.00
JOHNSON SCHOOL DONATIONS			10,000.00		10,000.00	3,089.96			6,910.04
KENNEDY SCHOOL DONATIONS			7,396.76		7,396.76	2,513.74			4,883.02
LAW ENFORCEMENT TRUST	24,935.01		441.00		25,376.01	10,603.80			14,772.21
LIBRARY SUMMER PAGE PROGRAM	0.00		3,584.25		3,584.25	441.10			3,143.15
LOCAL HISTORY PROJECT (LIBRARY)	0.00		40,000.00		40,000.00	19,606.48			20,393.52
MARIA HAYES TOWN HOUSE	54,066.06		707.80		54,773.86				54,773.86
MARIA HAYES WELFARE	1,824.90		23.88		1,848.78				1,848.78
MEMORIAL BEACH DRAINAGE	2,410.00				2,410.00	2,227.63			182.37
MEMORIAL BEACH PLAYGROUND	6,500.00				6,500.00	6,458.40			41.60
MEMORIAL BEACH CONCESSION STAND			2,900.00		2,900.00	2,897.00			3.00
MEMORIAL SCHOOL DONATIONS			2,000.00		2,000.00	500.00			1,500.00
METROWEST HOSPITAL ENDOWMENT	5.25				5.25				5.25
METROWEST FOUNDATION HEALTHIER NATICK			20,739.50		20,739.50	28,690.32			(7,950.82)
METROWEST FOUNDATION HLTH GRANT	9,080.30				9,080.30	142.00			8,938.30
METROWEST FOUNDATION FIRE DEFIB	0.00				0.00				0.00
METROWEST FOUNDATION SCH M/HLTH	8,135.77				8,135.77	8,136.04			(0.27)
METROWEST FOUNDATION SCHL WELLNE	5,414.02				5,414.02	5,414.02			0.00
METROWEST FOUNDATION SCHL HLTH PL	11,630.00				11,630.00	11,630.00			0.00
METROWEST FOUNDATION LIBRARY HLTH	1,360.00		17,200.00		18,560.00	16,675.54			1,884.46
METROWEST FOUNDATION SCHOOL			166,500.00		166,500.00	152,135.76			14,364.24
MUNICIPAL BUILDING TRUST	8,376.61				8,376.61	2,766.86			5,609.75
NATICK CULTURAL COUNCIL			405.00		405.00				405.00
NATICK HIGH SCHL LACROSSE NETS	1,000.00				1,000.00				1,000.00

TOWN OF NATICK
RECAPITULATION OF EXPENDITURES
JULY 1, 2002 THROUGH JUNE 30, 2003

ACCOUNT CODES	BALANCE FORWARD JULY 1, 2002	APPROPRIATED FISCAL '03	LOANS/TRANS OTHER CREDITS AMEND VOTES	RESERVE FD TRANSFERS CREDITS	TOTAL	EXPENDED SELECTMEN WARRANTS	DEBITS/TRANS OTHER CHGS AMEND VOTES	UNEXPENDED BAL - CLOSED TO REVENUE	BAL. FORWARD TO FISCAL '04 (OVERDRAFTS)
OTHER EXPENDABLE TRUSTS									
NATICK HIGH COURTYARD TABLE/BENCH			8,039.91		8,039.91	8,039.91			0.00
NATICK HIGH SCHOOL DONATIONS			7,408.00		7,408.00	2,667.00			4,741.00
NATICK HIGH SCHOOL WELLNESS #720			16,187.50		16,187.50	23,713.77			(7,526.27)
NATICK POLICE TRUST	10,400.00				10,400.00				10,400.00
NATICK PROJECT D.A.R.E.	3,218.45				3,218.45	462.84			2,755.61
NATICK SCHOOL PERFORMANCE GRANT	5,000.00				5,000.00	474.62			4,525.38
OPTIONAL INS DIVIDEND	3,824.00				3,824.00				3,824.00
PEGAN COVE PARK	551.44				551.44	551.86			(0.42)
POLICE - BICYCLE PROGRAM	1,500.00				1,500.00				1,500.00
POLICE EXPLORES PROGRAM			1,000.00		1,000.00				1,000.00
PUBLIC SCHOOLS TECHNOLOGY	409.62				409.62				409.62
PURCHASE STREET TREES	1,500.00				1,500.00				1,500.00
SALLY SPAULDING WELFARE	1,824.20		23.87		1,848.07				1,848.07
SHAW PARK RESTORATION	772.40				772.40				772.40
SOCCER FIELD (DESIGN/RENO)	8,722.50				8,722.50				8,722.50
SOUTH NATICK SKATING AREA	3,000.00				3,000.00	2,658.61			341.39
TENNET HEALTH CARE FOUNDATION/SCHL	2,000.00				2,000.00	193.00			1,807.00
TENNET HEALTH CARE FIRST RESPONSE			2,000.00		2,000.00				2,000.00
TENNET HEALTH CARE PUB SFTY TRNG			5,000.00		5,000.00				5,000.00
TOWN FOREST WOOD	571.93				571.93				571.93
TRACK HURDLES RECHIGH SCHL	5,000.00				5,000.00				3,741.41
VERIZON '01 ED LINK AWARD	0.00				0.00	1,258.59			0.00
VETERANS ORAL HISTORY PROGRAM			5,000.00		5,000.00	580.00			4,420.00
VOLUNTEER CARE GIVERS PROGRAM	8,206.86				8,206.86	7,977.16			229.70
WEST SUBURBAN ARENA DOOR REPLCMNT			2,700.00		2,700.00	2,698.00			2.00
WEST SUBURBAN COOLING TOWERS			4,500.00		4,500.00				4,500.00
WILSON MIDDLE SCHOOL DONATIONS			1,396.00		1,396.00	396.00			1,000.00
WILSON MATH TEAM			4,600.00		4,600.00	1,080.65			3,519.35
YOUTH COORDINATOR DES FUNDS	0.00		1,899.60		1,899.60	703.00			1,196.60
TOTAL OTHER EXPENDABLE TRUSTS	\$277,571.99	\$0.00	\$401,366.32	\$0.00	\$678,944.31	\$379,670.04	\$15,000.00	\$0.00	\$284,274.27

TOWN OF NATICK
RECAPITULATION OF EXPENDITURES
JULY 1, 2002 THROUGH JUNE 30, 2003

ACCOUNT CODES	BALANCE FORWARD JULY 1, 2002	APPROPRIATED FISCAL '03	LOANS/TRANS OTHER CREDITS	RESERVE FD TRANSFERS	TOTAL	EXPENDED SELECTMEN WARRANTS	DEBITS/TRANS OTHER CHGS AMEND VOTES	UNEXPENDED BAL. CLOSED TO REVENUE	BAL. FORWARD TO FISCAL '04 (OVERDRAFTS)
AGENCY FUNDS									
ANNUITY REFUND	(700.00)		255.00		(445.00)	255.00			(700.00)
BLUE CROSS DIVIDEND	18,277.37				18,277.37				18,277.37
CONSERVATION COMM.	0.00		2,679.70		2,679.70	3,023.45			(343.75)
COPY CENTER FEES	29.14		119.28		148.42	148.42			0.00
DEPOSITS ON BIDS	2,680.00		18,766.00		21,446.00	18,766.00			2,680.00
DEFERRED COMPENSATION REFUND	(175.13)				(175.13)				(175.13)
DEPUTY COLLECTOR FEES	(3,906.00)		5,390.00		1,484.00	1,736.00			(252.00)
DISABILITY INSURANCE REFUND			1,908.75		1,908.75	1,859.23			49.52
DOG LICENSES DUE CNTY	183.00				183.00				183.00
EMERGENCY GENERATOR	6,000.00				6,000.00				6,000.00
FEDERAL TAX REFUND	699.21				699.21				699.21
FIRE ARMS DUE STATE	275.00		3,587.50		3,862.50	2,850.00			1,012.50
FLEX SPENDING REFUND	0.00				0.00				0.00
GRAND JURY REIMB	10.16				10.16				10.16
GUARANTEED BOND DEPOSITS	14,400.00		500.00		14,900.00				14,900.00
INSURANCE TRUST FUND	1,541.00				1,541.00				1,541.00
KENNEDY FAMILY SCHOLARSHIP	0.00		22,000.00		22,000.00	22,000.00			0.00
METROWEST HOSP (PARAMEDICS)	0.00		9,062.32		9,062.32	8,309.94			752.38
MISCELLANEOUS CASH CHARGES	37,566.40				37,566.40				37,566.40
MUNICIPAL MEDICAD	0.00				0.00				0.00
NATICK ENVIRONMENTAL COALITION	25.05				25.05				25.05
RETIREMENT REFUND	579.14				579.14				579.14
ST. PATRICK'S PARKING LOT	0.00				0.00				0.00
SCHOOL RESIDENCY	0.00				0.00	671.78			(671.78)
SPECIAL DUTY DISPATCHERS	0.00				0.00				0.00
SPECIAL DUTY FIRE	(14,771.52)		68,511.76		53,740.24	70,472.13			(16,731.89)
SPECIAL DUTY POLICE	(24,850.59)		431,090.17		406,239.58	451,299.18			(45,059.60)
TAX FORECLOSURE	6,275.00				6,275.00				6,275.00
WATER/SEWER USER CHGS STATE	1,278.95		1,483.22		2,762.17	1,483.22			1,278.95
FEES:	0.00								0.00
CABLE FEE	0.00								0.00
CONSERVATION COMMISSION	2,992.00				2,992.00				2,992.00
FIRE DEPARTMENT	4,256.53				4,256.53				4,256.53
PLANNING BOARD	63,569.00		33,500.00		97,069.00	22,500.00			74,569.00
	160,264.97		600.31		160,865.28	10,544.33	101,075.00		49,245.95
TOTALS AGENCY ACCOUNTS	\$276,498.68	\$0.00	\$599,454.01	\$0.00	\$875,952.69	\$615,918.68	\$101,075.00	\$0.00	\$158,959.01

TOWN OF NATICK
RECAPITULATION OF EXPENDITURES
JULY 1, 2002 THROUGH JUNE 30, 2003

SUMMARY

OPERATING BUDGET:

BALANCE FORWARD JULY 1, 2002	APPROPRIATED FISCAL '03	LOANS/TRANS OTHER CREDITS AMEND VOTES	RESERVE FD TRANSFERS CREDITS	TOTAL	EXPENSED WARRANTS	DEBITS/TRANS OTHER CHGS AMEND VOTES	UNEXPENDED BAL. CLOSED TO REVENUE	BAL. FORWARD TO FISCAL '04 {OVERDRAFTS}
542,700.19	34,259,271.00	0.00	0.00	34,801,971.19	33,457,515.61	0.00	212,357.77	1,132,097.81
EDUCATION								
282,351.76	9,891,348.00	90,000.00	215,744.12	10,479,443.88	9,962,415.51	0.00	88,141.46	428,886.91
PUBLIC SAFETY								
2,846,309.30	6,422,431.99	0.00	62,100.00	9,330,841.29	7,905,943.50	276,038.99	131,069.14	1,017,769.66
PUBLIC WORKS								
7,173.92	1,450,229.00	0.00	0.00	1,457,402.92	1,405,048.98	0.00	48,108.05	4,245.89
HEALTH & HUMAN SERVICES								
868,217.12	3,809,262.00	688,150.00	42,952.48	5,408,581.60	3,609,291.28	548,120.00	335,300.54	915,869.78
GENERAL GOVERNMENT								
19,533.21	3,500.00	3,800.00	0.00	26,833.21	7,905.64	0.00	1,497.53	17,430.04
COMMISSIONS								
14,903.55	1,365,014.00	0.00	0.00	1,379,917.55	1,376,883.28	0.00	0.27	3,034.00
PENSIONS & ANNUITIES								
2,524.83	4,346,760.00	24,593.00	0.00	4,373,877.83	4,371,840.33	0.00	2,037.50	0.00
INTEREST AND MATURING DEBT								
0.00	9,488,158.00	175,000.00	0.00	9,663,158.00	9,211,706.80	175,000.00	276,451.20	0.00
UNCLASSIFIED ACCOUNTS								
125,841.12	8,135,529.00	102,100.00	(320,796.60)	8,042,673.52	7,891,633.80	0.00	82,372.93	68,666.79
SUB-TOTAL OPERATING BUDGET	\$4,709,555.00	\$79,171,502.99	\$1,083,643.00	\$84,964,700.99	\$79,200,184.73	\$999,178.99	\$1,177,336.39	\$3,588,000.88

GENERAL LEDGER:

GENERAL FUND	(784,796.21)	13,956,391.83		13,161,595.62	13,993,600.41	0.00	0.00	(832,004.79)
REVOLVING/FEDERAL/STATE GRANTS (TOWN)	542,442.05	1,876,440.99		2,418,883.04	1,927,278.72	40,000.00	0.00	451,604.32
REVOLVING/FEDERAL/STATE GRANTS (SCHL)	1,393,443.23	0.00	4,800,643.19	6,194,086.42	4,347,911.58	33,263.22	0.00	1,812,911.62
RECEIPTS RESERVED FOR APPROPRIATION	1,619,882.11	0.00	422,224.81	2,042,106.92	98,379.11	960,471.50	0.00	983,256.31
CAPITAL PROJECTS	22,276,690.12	0.00	6,978,328.29	29,255,018.41	17,428,116.45	761,481.22	0.00	11,065,420.74
EXPENDABLE TRUSTS	(5,805.39)	0.00	5,282.19	(523.20)	4,758.99	0.00	0.00	(5,282.19)
OTHER EXPENDABLE TRUSTS	277,577.99	0.00	401,366.32	678,944.31	379,670.04	15,000.00	0.00	284,274.27
AGENCY ACCOUNTS	276,498.68	0.00	599,454.01	875,952.69	615,918.68	101,075.00	0.00	158,959.01
SUB-TOTAL GENERAL LEDGER	\$25,595,932.58	\$0.00	\$29,040,131.63	\$54,626,064.21	\$38,795,633.98	\$1,911,290.94	\$0.00	\$13,919,139.29

GRAND TOTAL (ALL ACCOUNTS)	\$30,305,487.58	\$79,171,502.99	\$30,123,774.63	\$139,590,765.20	\$117,995,818.71	\$2,910,469.93	\$1,177,336.39	\$17,507,140.17
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ACCOUNT NOTATIONS

- #5100 SALARIES
- #5200-5600 OPERATING EXPENSES
- #5700 OTHER CHARGES
- #5800 OTHER CAPITAL OUTLAY
- #5900 DEBT SERVICE/LEASED EQUIP
- #6000 SPECIAL ARTICLES

TOWN OF NATICK
RECAPITULATION OF EXPENDITURES
JULY 1, 2002 THROUGH JUNE 30, 2003

ACCOUNT CODES	BALANCE FORWARD JULY 1, 2002	APPROPRIATED FISCAL '03	LOANS/TRANS OTHER CREDITS AMEND VOTES	RESERVE FD TRANSFERS CREDITS	TOTAL	EXPENDED SELECTMEN WARRANTS	DEBITS/TRANS OTHER CHGS AMEND VOTES	UNEXPENDED BAL. CLOSED TO REVENUE	BAL. FORWARD TO FISCAL '04 (OVERDRAFTS)
SASSAMON TRACT GOLF COURSE									
#5200-5700 OPERATING EXPENSE	0.00	672,820.00	0.00	0.00	672,820.00	637,434.04	0.00	35,385.96	0.00
TOTAL SASSAMON TRACT		672,820.00	0.00	0.00	672,820.00	637,434.04	0.00	35,385.96	0.00
WATER & SEWER ENTERPRISE									
WATER DIVISION									
#5100 SALARIES		743,735.00			743,735.00	647,691.81		96,043.19	
#5200-5600 OPERATING EXPENSES		720,550.00			720,550.00	477,437.46		211,362.22	31,750.32
UTILITY BILLING									
#5100 SALARIES		79,825.00			79,825.00	78,411.34		1,413.66	
#5200-5600 OPERATING EXPENSES		79,730.00			79,730.00	60,175.70		16,954.30	2,600.00
SEWER DIVISION									
#5100 SALARIES		593,004.00			593,004.00	556,524.51		36,479.49	
#5200-5600 OPERATING EXPENSES		123,850.00			123,850.00	121,865.46		(6,092.71)	8,077.25
#5700 MWRA ASSESSMENT		3,602,225.00			3,602,225.00	3,570,698.00		31,527.00	
#5800 SEWER LINE MAINTENANCE		234,000.00			234,000.00	41,227.64		192,772.36	
WATER CAPITAL OUTLAY									
#5800 WATER LINE MAINTENANCE		200,000.00			200,000.00	79,045.06		0.00	120,954.94
#5800 NEW HYDRANT INSTALLATION		10,000.00			10,000.00	10,000.00		0.00	
#5800 ASPHALT CRUSHING		9,000.00			9,000.00	9,000.00		0.00	
TOTAL WATER AND SEWER ENTERPRISE	0.00	6,395,919.00	0.00	0.00	6,395,919.00	5,652,076.98	0.00	387,687.15	356,154.87

TOWN OF NATICK
ANNUAL EARNINGS
FOR THE CALENDAR YEAR 2003

	Base Salary	Overtime	Paid Details/ Other
<u>General Government</u>			
<i>Office of the Town Administrator</i>			
			<i>Town Administrator</i>
LEMNIOS, PHILIP	\$123,500.00		
			<i>Executive Assistant</i>
FLEMING, MAUREEN	\$45,865.04		
CHALLIS, DONNA	\$35,897.56		
			<i>Department Assistant</i>
WILES, ANN	\$35,712.00		
			<i>Special Projects</i>
BRANSFIELD, ELIZABETH	\$1,940.36		
<i>Office of the Comptroller</i>			
			<i>Comptroller</i>
CASHMAN, E. RUTHANN	\$74,280.77		
			<i>Assistant Comptroller</i>
TOMASETTI, CYNTHIA	\$53,057.17		
			<i>Benefits Coordinator</i>
HOLT, MARIA	\$35,392.50		
			<i>Payroll Coordinator</i>
ROZON, DONNA	\$37,180.00	\$85.80	
			<i>Department Assistant</i>
SHERMAN, DEBBIE JO	\$35,412.00		
			<i>Part Time Support Staff</i>
GREEL, MARY	\$13,378.93		
<u>Information Technology</u>			
			<i>Director Information Systems</i>
LEFRANCOIS, ROBERT	\$77,957.88		
			<i>Data Base Administrator</i>
MILLER, THERESA	\$59,065.24		
<i>Network Administrators</i>			
VALENTIN, JOEL	\$48,665.18		
WHELAN, GERALD	\$53,057.17		
			<i>Information System Data Entry</i>
MARSHALL, LINDA	\$34,828.27		
<u>Collector/Treasurer's Office</u>			
			<i>Director Finance Collector/Treasurer</i>
PALMER, ROBERT	\$87,967.88		
			<i>Assistant Collector/Treasurer</i>
PHILLIPS, MELANIE	\$61,548.24		

TOWN OF NATICK
ANNUAL EARNINGS
FOR THE CALENDAR YEAR 2003

	Base Salry	Overtime	Paid Details/ Other
<u>Collector/Treasurer's Office</u>			
<i>Administrative Assistant</i>			
SPENCER, MARGARET	\$37,480.00	\$657.80	
<i>Department Assistant</i>			
PILLA, JUSTINA	\$35,412.00	\$2,901.06	
REDDOCH, TERESA	\$20,544.00	\$693.36	
<u>Assessing Department</u>			
<i>Director of Assessing</i>			
CHENARD, WILLIAM	\$63,654.24		
<i>Assistant Assessor</i>			
DANGELO, JANICE	\$53,057.17		
<i>GIS Technician</i>			
AHNERT, DAVID	\$53,013.21		
<i>Administrative Assistant</i>			
CONRAD, LORNA	\$37,180.00		
<i>Department Assistant</i>			
KEILTY, LORETTA	\$33,058.40		
<u>Office of the Town Clerk</u>			
<i>Town Clerk</i>			
HLADICK, JANE	\$68,150.00		
<i>Department Assistant</i>			
KUHN, JUDITH	\$35,662.00	\$803.58	
STROZZI, PATRICIA	\$35,756.00	\$1,075.98	
<i>Senior Clerk</i>			
DOUCETTE, VIRGINIA	\$34,778.00	\$773.90	
<u>Office of the Registrars</u>			
<i>Assistant Registrars</i>			
EATON, BLANCHE	\$828.00		
EATON, DAVID	\$840.00		
PHILBEN, RICHARD	\$840.00		
<u>Community Development</u>			
<i>Director Community Development</i>			
SARKISIAN, SARKIS	\$72,780.77		
<i>Building Commissioner</i>			
MELCHIORRI, MICHAEL	\$62,743.20	\$1,063.33	
<i>Environmental Compliance Officer</i>			
BOIS, ROBERT	\$79,811.17		
<i>Assistant Building Inspector</i>			
CONNELLY, MICHAEL	\$53,057.17	\$5,242.08	

TOWN OF NATICK
ANNUAL EARNINGS
FOR THE CALENDAR YEAR 2003

	Base Salary	Overtime	Paid Details/ Other
<u>Community Development</u>			
<i>Executive Assistant</i>			
GREEL, ANN	\$39,974.00	\$9,250.68	
<i>Administrative Assistants</i>			
CALHOUN, SUSAN	\$34,876.00	\$273.56	
JOHNSON, YVONNE	\$38,180.00	\$7,250.10	
<i>Inspectors:</i>			
<i>Plumbing</i>			
DEMPSEY, ROBERT	\$37,761.90		
LESSARD, GEORGE	\$1,757.97		
NATION, ROBERT	\$706.64		
<i>Wiring:</i>			
CHAVIOUS, SCOTT	\$30,126.81		
FORSHNER, LAWRENCE	\$48,706.14		
<i>Building Inspector Part Time</i>			
WHITE, JAMES	\$19,090.74		
<i>Weights & Measures</i>			
<i>Sealer</i>			
MULVEY, JOSEPH	\$12,345.84		
<u>Neighborhood Bus</u>			
<i>Coordinator Neighborhood Bus</i>			
JONES, JUDITH	\$4,032.31		
BRACKETT, FLORENCE	\$11,839.04		
<i>Bus Drivers</i>			
BRACKETT SR, ALBERT	\$2,534.28		
COX, ROBERT	\$5,908.95		
ELLIS, RONALD	\$16,215.94	\$212.00	
RUDOLPH, LAWRENCE	\$23,030.06	\$1,292.16	
<i>Van/Bus Drivers</i>			
BRACKETT JR, ALBERT	\$25,654.76	\$6,218.61	
PACHECO, JOHN	\$27,619.94	\$469.42	
RAISCH, ROBERT	\$23,420.42	\$1,499.14	
<u>Parking Enforcement</u>			
<i>Parking Clerk</i>			
GRUPPOSO, SEBASTIAN	\$3,398.04		
<i>Parking Enforcement Officers</i>			
BRUCE, JUDITH	\$5,519.40	\$109.90	
BIGGIERI, SUSAN	\$17,131.71		

**TOWN OF NATICK
ANNUAL EARNINGS
FOR THE CALENDAR YEAR 2003**

	Base Salary	Overtime	Paid Details/ Other
<u>Veterans Services</u>			
<i>Director</i>			
MACGILLIVRAY, JOHN	\$53,057.17		
<i>Administrative Assistant</i>			
YOUNG, SHEILA	\$37,180.00		
<u>Council Aging</u>			
<i>Director</i>			
RYDER, DIANA	\$53,057.17		
<i>Assistant Director</i>			
WATTS, DEBORAH	\$32,922.24		
<i>Social Workers</i>			
O'BRIEN, KATHLEEN	\$19,127.92		
ROBBINS, GERALD	\$19,467.76		
<i>Volunteer Coordinator</i>			
MUNNS, MOIRA	\$13,412.89		
<i>Volunteer Resource Manager</i>			
PAYES, SUSAN	\$10,070.75		
<i>Senior Clerk</i>			
CARR, THERESA	\$2,533.63		
YOUSSEFIAN, MEHRI	\$9,919.18		
<i>Adult Contractor</i>			
O'HARE, ELIZABETH	\$1,440.69		
<i>Instructors:</i>			
DOUGLAS, JANE	\$1,449.79		
FINKELSTEIN, DEBORAH	\$18.30		
PACELLI, EUGENE	\$2,514.68		
<hr/>			
Total General Government	\$2,379,354.58	\$39,872.46	\$0.00
<hr/>			
<u>Public Works</u>			
<i>Administrative Office:</i>			
<i>Director Public Works</i>			
SISITSKY, CHARLES	\$87,339.20		
<i>Business Manager</i>			
CRAIG, JOHN	\$71,315.34	\$5,950.00	
<i>Executive Assistant</i>			
ARENA, CHERYL	\$39,974.00	\$11,220.06	
<i>Administrative Assistant</i>			
DEMKO, MARY	\$37,180.00	\$1,787.15	

TOWN OF NATICK
ANNUAL EARNINGS
FOR THE CALENDAR YEAR 2003

	Base Salry	Overtime	Paid Details/ Other
<u>Building Maintenance Division</u>			
LOVETT, CORY Division Supervisor	\$75,765.34		
RUTKOWSKI, RONALD General Foreman	\$44,975.10	\$11,504.14	
ADAMS, JOHN Crew Leader	\$41,350.28	\$4,945.10	
CARTER, JEFFREY Custodian	\$34,943.35	\$7,933.80	
DEVEREAUX, EDWARD	\$37,042.24	\$5,670.13	
SPINAZOLA, RODNEY Part Time Laborer	\$37,696.61	\$11,864.44	
COVIELLO, DAVID	\$1,163.52	\$6,698.12	
<u>Engineering Division</u>			
COVIELLO, MARK Division Supervisor	\$76,765.34		
DEROSA, WILLIAM Records & Permits Engineer	\$70,594.64		
SOMBAERT, RUSSELL Engineering Aide I	\$40,705.30		
CANONI, THOMAS Engineering Aide II	\$39,172.70	\$682.73	
<u>Equipment Maintenance Division</u>			
COLLINS, THOMAS Division Supervisor	\$81,207.52		
COLLINS, VINCENT General Foreman	\$46,575.30	\$8,510.04	
MURPHY, PHILIP Working Foreman	\$41,856.08	\$5,116.34	
CROSSMAN, WALTER Lead Mechanic	\$40,542.80	\$5,123.34	
FANGEL, HENRY Mechanic Welder	\$28,306.22		
ARENA, MICHAEL	\$37,117.21	\$8,173.87	
ROBINSON, DONALD	\$39,900.90	\$8,612.50	
SCANNELL, RICHARD	\$39,734.30	\$6,543.40	
ST.GERMAIN, PETER	\$41,238.46	\$4,922.51	

**TOWN OF NATICK
ANNUAL EARNINGS
FOR THE CALENDAR YEAR 2003**

	Base Salry	Overtime	Paid Details/ Other
<u>Highway Division</u>			
<i>Division Supervisor</i>			
HLADICK, THOMAS	\$61,742.35		
<i>General Foreman</i>			
QUILTY, RICHARD	\$46,857.00	\$18,174.50	
<i>Working Foreman</i>			
CANONI, ROBERT	\$2,733.50		
MAGAZZU, ORAZIO	\$41,963.56	\$11,911.10	
QUILTY, JOHN	\$41,408.28	\$8,970.96	
WALKER, GARY	\$40,040.64	\$11,379.95	
<i>Heavy Equipment Operator</i>			
ALCOCK, BRIAN	\$44,569.58	\$9,283.94	
CLOUGHER, GERALD	\$38,358.80	\$14,190.72	
PONS, MICHAEL	\$38,367.10	\$18,803.37	
<i>Craftsman</i>			
HOLMGREN, RALPH	\$32,761.20	\$3,121.42	
<i>Skilled Laborer</i>			
BURGOYNE, LEO	\$30,877.55	\$9,665.89	
CRISAFULLI, SAMUEL	\$6,177.16	\$29.16	
CURTIS, STEVEN	\$31,733.30	\$19,389.45	
HOYT, MATTHEW	\$31,518.00	\$10,039.18	
MAGAZZU, PETER	\$32,765.92	\$9,258.47	
<i>Part Time Laborer</i>			
ROBERTS, JAMES	\$5,466.12		
<u>Santiation Division</u>			
<i>Division Supervisor</i>			
RUSSELL, GEORGE	\$75,115.34		
<i>General Foreman</i>			
CAISSIE, JOHN	\$46,357.00	\$14,204.11	
<i>Trash Collectors</i>			
DUGAN, THOMAS	\$39,043.40	\$14,030.21	
FARNSWORTH, CORY	\$21,101.50	\$4,341.05	
HOPKINS, THOMAS	\$38,810.60	\$17,261.44	
MACDONALD, RYAN	\$234.80		
PALMER, JAYSON	\$31,864.80	\$11,799.71	
PERRY, TIMOTHY	\$35,127.00	\$8,357.83	
QUILTY, THOMAS	\$38,238.60	\$15,214.96	
RUDD, SHAWN	\$29,338.20	\$10,911.15	
SLAMIN, PETER	\$31,921.20	\$11,318.16	
SULLIVAN, WAYNE	\$33,406.20	\$14,934.08	

**TOWN OF NATICK
ANNUAL EARNINGS
FOR THE CALENDAR YEAR 2003**

	Base Salary	Overtime	Paid Details/ Other
<u>Recycling Center Division</u>			
<i>Trash Collector</i>			
INDELICATO, FRANK	\$38,095.00		
<i>Recycling Attendant</i>			
LUNDY, FREDERICK	\$6,824.22		
LUTTRELL, MICHAEL	\$36,080.80	\$9,350.28	
<u>Land Facilities/Natural Resources Division</u>			
<i>Division Supervisor</i>			
CUNNIFF, JOHN	\$76,265.34		
<i>General Foreman</i>			
TOMASETTI, MICHAEL	\$46,845.30	\$10,494.23	
<i>Working Foreman</i>			
THOMAS, F RAYMOND	\$41,875.88	\$456.49	
<i>Skilled Laborer</i>			
ALCOCK, F. PAUL	\$37,725.39	\$6,719.96	
ALLEN, RICHARD	\$37,781.00	\$6,686.77	
BACCARI, SCOTT	\$37,388.00	\$18,388.44	
SCHMIDT, ERIC	\$37,325.51		
<i>Tree Worker</i>			
WATERS, JOHN	\$39,153.00	\$19,108.90	
Total Public Works	\$2,515,719.89	\$453,053.55	\$0.00
<u>Fire Department</u>			
<i>Fire Chief</i>			
BRIEN, JAMES	\$97,569.68		
<i>Deputy Fire Chief</i>			
CONNELLY, EDWARD	\$77,470.60	\$11,016.80	\$128.00
REYNOLDS, PETER	\$76,733.74	\$10,455.66	\$128.00
SABOURIN, GENE	\$78,781.30	\$12,155.13	
SLATTERY, MICHAEL	\$77,836.30	\$14,212.22	\$692.00
TOTA, PAUL	\$65,588.67	\$12,433.08	
WHITE, RICHARD	\$84,206.38	\$13,908.18	\$328.00
<i>Fire Captains</i>			
ARENA, SALVATORE	\$57,474.51	\$14,111.10	\$3,536.00
DEVITO, PAUL	\$63,172.91	\$4,825.19	\$448.00
FRANCIOSE, ROCCO	\$66,083.83	\$9,184.80	\$192.00
LAMONT, ROBERT	\$65,648.18	\$1,123.26	
LENTINI, MICHAEL	\$63,533.77	\$5,460.19	
MITCHELL, ROY	\$65,588.67	\$19.84	
SHERIDAN, JAMES	\$70,015.32	\$9,883.96	\$6,543.57

**TOWN OF NATICK
ANNUAL EARNINGS
FOR THE CALENDAR YEAR 2003**

	Base Salary	Overtime	Paid Details/ Other
<i>Fire Department</i>			
<i>Fire Captains</i>			
WEAGLE, EDWARD	\$35,833.94		
<i>Fire Lieutenants</i>			
ARENA, JAMES	\$57,609.62	\$7,789.87	\$150.00
ARIES, MICHAEL	\$62,297.22	\$9,187.25	\$452.00
CONLON, MICHAEL	\$57,215.89	\$1,966.10	
CONNELLY, MARK	\$58,367.12	\$11,851.68	\$1,900.00
CUSTODIO, KENNETH	\$58,771.20	\$5,266.95	
FAHEY, JAMES	\$55,691.78	\$11,594.81	\$3,280.00
FORANCE, THOMAS	\$60,562.15	\$9,715.00	\$1,380.00
FOSBERG, DENNIS	\$55,904.85	\$11,882.46	\$1,732.00
FRANCIOSE, JOSEPH	\$57,440.88	\$9,592.66	\$5,776.00
MAHONEY, WALTER	\$59,152.97	\$8,773.84	\$2,960.00
MATHEWS, DANIEL	\$63,059.31	\$10,864.59	\$8,218.11
PARSONS, GARY	\$57,092.13	\$7,249.73	\$1,520.00
ROTHMAN, EUGENE	\$54,643.46	\$7,285.39	\$1,558.96
SMITH, JAMES	\$57,779.44	\$3,986.30	
VANTASSEL, WILLIAM	\$55,860.52	\$7,954.47	
<i>Firefighters</i>			
ADAMS, RICHARD	\$49,051.67	\$6,760.99	\$1,720.00
ALBERGHINI, WILLIAM	\$51,305.15	\$10,194.86	\$2,416.00
ARENA, JOHN	\$48,859.20	\$756.75	\$128.00
ARENA, STEPHEN	\$49,290.77	\$3,472.91	\$208.00
AUSTIN, JOHN	\$44,119.96	\$2,780.64	
BIAGI, RONALD	\$50,294.78	\$5,910.65	
BLACK, JAMES	\$50,168.46	\$633.00	\$100.00
CARNEY, PETER	\$54,528.95	\$324.41	
COLLINS, CHRISTOPHER	\$51,387.28	\$9,316.49	\$2,910.05
CURLEY, JOHN	\$43,048.58	\$5,846.97	\$244.00
DICICCO, DAVID	\$2,187.46		
DOUCETTE, GARY	\$48,859.20	\$4,711.35	
DOW, DANIEL	\$51,753.68	\$6,930.68	\$1,328.00
DOWNING, RONALD	\$46,761.57	\$5,208.77	\$1,136.00
FARQUHARSON, DOUGLAS	\$46,992.84	\$6,768.47	\$2,880.00
FERRI, NICHOLAS	\$46,442.12	\$6,862.50	\$3,776.00
FORREST, BARRY	\$49,951.55	\$8,490.59	\$2,080.00
HAIGIS, MICHAEL	\$52,803.31	\$5,321.39	\$288.00
HARTWELL, DANIEL	\$53,561.23	\$3,962.89	\$816.00
HEADLEY, GRANTLEY	\$49,883.70	\$7,778.70	\$320.00
HERRING, JOHN	\$52,805.64	\$7,318.14	\$4,080.00
HLADICK, ANDREW	\$48,865.99	\$5,794.78	
HLADICK, MARTIN	\$50,206.46	\$9,328.18	\$1,476.00
HOWARD, CHAD	\$2,187.46		

**TOWN OF NATICK
ANNUAL EARNINGS
FOR THE CALENDAR YEAR 2003**

	Base Salry	Overtime	Paid Details/ Other
<u>Fire Department</u>			
<i>Firefighters</i>			
KEEFE, JAVIER	\$2,058.79		
KELLEY, TIMOTHY	\$44,119.83	\$7,356.47	\$2,116.00
LINTON, THOMAS	\$49,548.82	\$6,863.70	
LIPOMA, VICTOR	\$2,263.28		
MABARDY, NICHOLAS	\$2,263.28		
MCAULEY, STEVEN	\$50,395.00	\$6,405.46	
MCPARLAND, GERARD	\$50,395.00	\$7,152.90	\$144.00
MELCHIORRI, ROCKY	\$51,737.98	\$7,195.50	
MORTARELLI, JOSEPH	\$44,119.96	\$4,963.67	\$832.00
MURPHY, JOSEPH	\$41,633.74	\$15.83	
PERRYMAN, MICHAEL	\$49,956.20	\$9,443.62	\$3,464.00
QUILTY, MICHAEL	\$53,616.90	\$9,676.88	\$612.00
RANKINS, KEVIN	\$15,175.89	\$71.66	
REYNOLDS, THOMAS	\$51,067.50	\$9,939.12	\$1,904.00
SLATTERY, JOSEPH	\$49,517.40	\$6,376.80	\$1,552.00
SMITH, SCOTT	\$43,048.76	\$6,379.30	\$1,827.00
SOLTYSIK, ANDREW	\$7,038.90	\$191.10	
SPENCER, THOMAS	\$53,429.56	\$8,441.96	\$1,576.00
STANHOPE, GERALD	\$45,291.47		
STICKA, WILLIAM	\$49,517.40	\$7,076.82	\$3,264.00
WARD, EDWARD	\$18,366.73		
WEDGEWORTH, JOHNNY	\$49,956.20	\$600.00	
<i>Firefighter/Paramedic</i>			
CRISAFULLI, SAMUEL	\$47,608.40	\$4,929.12	\$288.00
FOSBERG, DEREK	\$50,212.82	\$2,869.64	\$736.00
FULLER, DOUGLAS	\$50,720.54	\$734.72	\$576.00
HAMED, NADER	\$50,212.82	\$8,069.72	\$1,968.00
LEE, GLYNNIS	\$48,462.49	\$5,715.46	\$920.00
LEVEY, KENNETH	\$54,623.24	\$6,637.85	\$1,024.00
MAGLIOZZI, ROBERT	\$51,643.62	\$5,747.72	\$740.00
O'BRIEN-NORRIS, KERI	\$45,030.13	\$2,464.36	
SHEARLEY, RICHARD	\$46,537.19	\$5,261.36	\$1,136.00
SHERIDAN, KEVIN	\$46,537.19	\$2,350.38	
TOPHAM, THOMAS	\$46,537.19	\$4,443.81	\$1,312.00
WOZNY, CHRIS	\$47,608.40	\$6,502.26	\$1,360.00
<u>Administrative Support</u>			
<i>Executive Assistant</i>			
ARENA-MYERS, DONNA	\$40,440.00	\$5,471.16	
<i>Department Assistant</i>			
LEONE, NANCY	\$33,862.80		

**TOWN OF NATICK
ANNUAL EARNINGS
FOR THE CALENDAR YEAR 2003**

	Base Salary	Overtime	Paid Details/ Other
<u><i>Fire Department</i></u>			
<i>Assistant Fire Prevention Officer</i>			
WARD, EUGENE	\$54,808.40	\$7,864.43	\$1,004.00
<i>Superintendent of Communications</i>			
VANTASSEL, GORDON	\$64,584.15	\$8,540.53	\$300.00
Total Fire Department	\$4,616,251.32	\$543,977.93	\$95,483.69
<u><i>Police Department</i></u>			
<i>Police Chief</i>			
MANNIX, DENNIS	\$114,479.56		
<i>Lieutenants</i>			
GRASSEY, ALFRED	\$79,802.24	\$254.03	
MABARDY, NICHOLAS	\$82,737.64	\$4,961.52	\$6,480.00
MASON, PETER	\$84,322.76	\$4,989.47	\$5,880.00
MORGAN, ALFRED	\$95,222.79	\$2,069.46	\$120.00
PAGLIARULO, STEVEN	\$66,543.33	\$5,390.37	
<i>Sergeants</i>			
DAVIS, ROBERT	\$69,411.69	\$23,624.45	\$4,800.00
DOUGLAS, RICHARD	\$69,613.10	\$2,828.51	\$3,120.00
DUNLOP, ROBERT	\$67,092.17	\$5,704.20	\$12,960.00
FITZPATRICK, LEO	\$55,251.34	\$1,526.08	\$992.00
FLEMING, LAWRENCE	\$76,252.28	\$15,394.38	\$15,000.00
GRASSEY, BRIAN	\$72,247.66	\$9,696.03	\$16,200.00
LAMONT, THOMAS	\$75,262.43	\$22,657.41	\$19,200.00
LAUZON, BRIAN	\$75,515.76	\$29,352.93	\$13,440.00
LONGTINE, JEFFREY	\$65,162.53	\$8,991.94	\$6,720.00
O'CALLAGHAN, DANIEL	\$62,926.56	\$14,710.18	\$8,160.00
ST.HILAIRE, MARK	\$65,657.47	\$7,813.63	\$14,776.00
THOMPSON, PAUL	\$69,509.39	\$14,308.07	\$14,640.00
<i>Court Liason Officer</i>			
KERRISSEY, EDWARD	\$60,030.00	\$968.07	\$16,424.00
<i>Detective</i>			
BLANCHARD, ELIZABETH	\$63,269.36	\$3,166.74	
HALLORAN, RICHARD	\$63,270.56	\$5,296.01	\$7,784.00
ORDWAY, JAMES	\$58,264.76	\$4,677.43	\$768.00
<i>Patrol Officers</i>			
ARENA, EDWARD	\$60,263.22	\$10,745.87	\$3,277.88
BOSSELMAN, BRIAN	\$46,465.49	\$4,459.79	\$8,960.00
BROGAN, DANIEL	\$62,010.68	\$18,668.71	\$2,944.00
COUGHLIN, AMY	\$58,638.16	\$2,243.35	\$896.00
DELEHANTY, KEVIN	\$57,967.71	\$7,308.57	\$4,608.00
DOHERTY, JOHN	\$55,658.01	\$5,197.56	\$1,024.00

**TOWN OF NATICK
ANNUAL EARNINGS
FOR THE CALENDAR YEAR 2003**

	Base Salary	Overtime	Paid Details/ Other
<i>Police Department</i>			
<i>Patrol Officers</i>			
FORDE, VINCENT	\$61,070.34	\$10,993.36	\$11,008.00
FRISORE, JOHN	\$4,607.52	\$83.00	\$128.00
GEISSLER, WILLIAM	\$56,245.60		
GRAHAM, ALLAN	\$63,629.70	\$9,205.89	\$7,304.00
HARPER, HOWARD	\$62,788.08	\$2,557.21	\$1,024.00
HASWELL, JOHN	\$67,225.16	\$2,925.73	\$9,464.00
HAYES, JOSEPH	\$61,997.65	\$10,755.41	\$18,632.00
HEFFLER, ELIZABETH	\$61,030.48	\$2,012.16	\$640.00
HOFFMAN, ROBERT	\$67,272.85	\$21,281.98	\$18,808.00
INGHAM, BRIAN	\$59,362.45	\$8,937.00	\$3,576.00
JENNINGS, LEONARD	\$48,604.40	\$1,006.24	\$768.00
KEOHANE, JAMES	\$58,482.45	\$8,944.44	\$11,648.00
LINTON, JAMES	\$51,987.78	\$1,321.52	\$14,680.00
MCDONNELL, DOUGLAS	\$25,565.69	\$3,196.47	\$3,936.00
MORRILL, DIANE	\$52,093.76	\$4,872.30	\$1,664.00
MURPHY, ROBERT	\$60,030.00	\$2,671.91	\$7,544.00
PEROS, ARTHUR	\$55,625.86	\$6,377.72	\$19,256.00
QUILTY, JAMES	\$55,684.79	\$8,755.69	\$3,840.00
RICHARDSON, RONALD	\$49,045.00	\$11,437.68	\$10,112.00
RODRIGUEZ, CHRISTIAN	\$3,315.92	\$108.60	\$512.00
ROSSI-CAFARELLI, CARA	\$63,406.62	\$633.75	
SALIS, S CHRISTOPHER	\$47,754.17	\$20,971.85	\$11,224.00
SMITH, SCOTT	\$63,227.48	\$13,453.41	\$16,616.00
VIEIRA, RICHARD	\$61,976.88	\$5,942.67	\$16,736.00
VITALE, THOMAS	\$56,375.73	\$2,497.09	\$5,360.00
WHITE, ROBERT	\$49,344.13	\$736.74	\$6,016.00
<i>Animal Control Officer</i>			
TOSI, KEITH	\$36,151.05	\$617.31	
<i>Civilian Dispatchers</i>			
BARNES, DEBRA	\$39,350.53	\$2,163.06	
BIUSO, CHRISTOPHER	\$26,844.62	\$2,453.46	
CURTIS, PAUL	\$43,170.82	\$113.44	
DUBINSKY, GARY	\$44,530.64	\$347.13	
GARVIN, NORMA JEAN	\$44,530.64	\$2,620.00	
GLICKMAN, ALAN	\$11,636.96	\$1,410.67	
ROURKE, TRACY	\$37,106.44	\$777.06	
SCOTT, DONNA	\$42,170.82	\$347.14	
STERLING, MARK	\$38,104.30	\$3,344.18	
THOMASON, HEATHER	\$24,053.72	\$2.13	
<i>Civilian Dispatchers Part Time</i>			
BAUR, SUSAN	\$18,687.12	\$153.57	
DONOVAN, RICHARD	\$11,530.12		

TOWN OF NATICK
ANNUAL EARNINGS
FOR THE CALENDAR YEAR 2003

	Base Salary	Overtime	Paid Details/ Other
<u>Police Department</u>			
<i>Civilian Dispatchers</i>			
EVANS, PATRICK	\$623.44		
FRADETTE, AMY	\$1,753.26		
MACQUEEN, ANDREW	\$5,552.84		
SMITH, BONNY	\$7,968.29		
SMITH, JULIE	\$10,607.46		
TURNER, THOMAS	\$2,212.16		
<i>School Traffic Supervisor</i>			
BLINN, GLADYS	\$6,242.00		
BROWN, MARY	\$6,540.30		
BURROWS, MARJORIE	\$6,242.00		
CASEY, MARY	\$6,242.00		
CHAGNON, CHERYL	\$7,223.25		
CONNOLLY, BARBARA	\$6,242.00		
CONNOLLY, DANA	\$6,304.80		
FLYNN, CAROLE	\$5,652.48		
GLUTTING, DONALDA	\$6,242.00		
HASTINGS, LISA	\$6,242.00		
HOLMES, LISA	\$6,242.00		
MASON, ROGER	\$69.32		
WHITE, ANGELA	\$6,242.00		
<u>Administrative Support</u>			
<i>Executive Assistants</i>			
PUGATCH, GREER	\$41,200.12	\$995.34	
COLBY, COLLEEN	\$27,534.80		
<i>Department Assistants</i>			
AZZARITI, FLORANCE	\$34,972.00		
KELLY, MARSHA	\$31,117.16	\$1,620.78	
<i>Matrons</i>			
PECKHAM, LESLEE	\$188.40		
DUFTON, ROSEMARY	\$443.53		
<i>Clerk Part-Time</i>			
RADOCK, EDWARD	\$6,477.20		
<hr/>			
Total Police Department	\$3,964,843.73	\$415,649.85	\$389,669.88
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<u>Board of Health</u>			
<i>Director Public Health</i>			
WADE, ROGER	\$71,393.92		
<i>Environmental Health Agent</i>			
WHITE, JAMES	\$54,648.88		

**TOWN OF NATICK
ANNUAL EARNINGS
FOR THE CALENDAR YEAR 2003**

	Base Salary	Overtime	Paid Details/ Other
<i>Board of Health</i>			
<i>Public Health Nurse</i>			
HULBIG, LAURIE	\$50,345.88		
<i>Sanitarian</i>			
BOUDREAU, MICHAEL	\$45,865.04		
<i>Animal Inspector</i>			
ZULLO, EDWARD	\$852.00		
<i>Administrative Assistant</i>			
MORGAN, PAMELA	\$37,819.00	\$83.55	\$878.58
<i>Department Assistant Part-Time</i>			
QUINN-COMPOSTO, MAUREEN	\$19,531.68		
Total Board of Health	\$280,456.40	\$83.55	\$878.58
<i>Morse Library</i>			
<i>Director Morse Institute</i>			
POLK, PAULA	\$71,393.92		
<i>Assistant Director Morse Institute</i>			
MUSSER-CASTINO, BRENDA	\$57,978.96		
<i>Community Relations/Grant Coordinator</i>			
CRAIG, JOAN	\$38,213.52		
<i>Executive Assistant</i>			
CHING, CAROLYN	\$36,055.39	\$1,180.09	
<i>Supervisor Children's Services</i>			
SMITH, DALE	\$53,913.06		
<i>Supervisor Circulation Services</i>			
WELCH, PAULA	\$50,846.30	\$5,670.71	
<i>Supervisor Reference Services</i>			
KOCH, ANNA	\$51,779.98	\$4,169.27	
<i>Supervisory Technical Services</i>			
JONES, MARTHA	\$56,099.76		
<i>Bookmobile Librarian</i>			
WOMBOLDT, MARY ELLEN	\$27,741.88		
<i>Children's Librarian</i>			
BARNICLE, SUSANMARIE	\$46,809.90		
<i>Children's Programmer</i>			
CHAMPION, LINDA	\$46,909.90		
<i>Children's Room Associate</i>			
PLACHY, ROBERTA	\$41,754.98		
<i>Reference Librarian</i>			
BAILEY, ELIZABETH	\$35,353.73		
HAGUE, MARY ANN	\$46,709.90		
LATHWOOD, PAMELA	\$41,054.98		

TOWN OF NATICK
ANNUAL EARNINGS
FOR THE CALENDAR YEAR 2003

	Base Salary	Overtime	Paid Details/ Other
<i>Morse Library</i>			
<i>Library Assistant</i>			
BORGHI, MARY	\$24,549.53	\$103.80	
CARLOW, MARIANNE	\$33,762.28		
CHRISTIE, LAURIE	\$20,979.36	\$1,737.12	
REDINGTON, DELL	\$25,487.70	\$1,577.32	
RICHARD, JANET	\$23,159.17	\$207.60	
SANCHEZ, BARBARA	\$23,399.82	\$1,175.80	
<i>Library Associate</i>			
BISHOP, CHARLENE	\$9,778.92		
FERRELL, BARBARA	\$548.24	\$672.84	
HINCKLEY, CAROL	\$19,718.41	\$158.76	
KRIGER, JEANNE	\$12,968.95	\$780.84	
MCGILLIS, JENNIFER	\$9,217.04	\$1,327.87	
PERKINS, KAREN	\$15,946.70	\$1,185.94	
PHILLIPS, FAY	\$10,884.45	\$57.74	
PLACHY, JESSICA	\$6,349.04	\$982.75	
QUINN, NORINE	\$8,254.92	\$202.07	
SIMEONE, FRANCIS	\$5,250.11		
STROSCHEIN, KARA	\$952.64		
SULLIVAN, ELLEN	\$11,632.44		
<i>Library Clerk</i>			
EVANGELISTA, CATHERINE	\$8,385.65		
KORNBLUM, SUSAN	\$4,231.75		
TURNER, KATHLEEN	\$7,302.80		
<i>Project Worker</i>			
BARNUM, AYAKO	\$13,970.00		
SLAVIN, BARBARA	\$2,909.59		
<i>Reference Staff</i>			
BARTLETT, KAROL	\$22,101.01	\$331.74	
BRODY, ELEANOR	\$8,075.00	\$161.11	
HOLMES, CARY	\$7,715.52	\$3,124.95	
MCDONALD, TARA	\$9,357.90	\$1,564.67	\$2,552.00
NICHOLS, ROSE	\$4,014.78		
REIDY, ABBY	\$1,440.57	\$147.34	
<i>Library Pages</i>			
CANNING, BRIAN	\$1,571.19		
DAGGETT, JEREMY	\$1,961.19		
DANIELLS, ESTHER	\$847.22		
FONTES, RICHARD	\$780.78		
KANJILAL, DEBAYAN	\$373.87		
LATHWOOD, TIMOTHY	\$77.77		
MANNING, DAVID	\$452.76		

**TOWN OF NATICK
ANNUAL EARNINGS
FOR THE CALENDAR YEAR 2003**

		Base Salry	Overtime	Paid Details/ Other
<u>Morse Library</u>				
	<i>Library Pages</i>			
MASON, NANCY		\$1,596.64		
PHILLIPS, ELIZABETH		\$370.44		
RIZOLI, KELLY		\$524.79		
TALLINI, ANDREW		\$519.65		
TURNER, PHILIP		\$589.96		
Total Morse Library		\$1,064,626.71	\$26,520.33	\$2,552.00
<u>Bacon Free Library</u>				
	<i>Director Bacon Free</i>			
GENOVESE, SALVATORE		\$35,897.51	\$362.49	\$5,880.11
	<i>Library Clerk</i>			
ARNOLD, KRISTEN		\$2,391.58		
CLARK, KATHY		\$4,043.91		
	<i>Library Assistant</i>			
DUVAL, PRISCILLA		\$8,913.30		
	<i>Project Worker</i>			
HORN, MAUREEN		\$47.67		
	<i>Custodian</i>			
LANE, FRANCIS		\$2,163.00		
Total Bacon Free Library		\$53,456.97	\$362.49	\$5,880.11
<u>Parks and Recreation</u>				
	<i>Superintendent of Parks and Recreation</i>			
CUGINI, RICHARD		\$82,534.77		\$2,125.29
	<i>Assistant Director Parks and Recreation</i>			
KEEFE, DANIEL		\$52,427.97	\$80.78	\$1,077.06
	<i>Director Community Farm</i>			
SIMKINS, LYNDIA		\$49,000.20		
	<i>Assistant Director Community Farm</i>			
MCFALL, NATHAN		\$33,072.11		
	<i>Farm Assistant</i>			
HARVEY, JANE		\$17,648.22		
	<i>Coordinator of Programs</i>			
MAHONEY, JOEL		\$32,966.25	\$850.34	\$2,711.52
	<i>Coordinator Special Needs</i>			
BILILIES, DREW		\$20,152.18		
	<i>Director Pre School Program</i>			
RANERI, CATHERINE		\$19,174.99		

TOWN OF NATICK
ANNUAL EARNINGS
FOR THE CALENDAR YEAR 2003

	Base Salary	Overtime	Paid Details/ Other
<u><i>Parks and Recreation</i></u>			
<i>Administrative Assistant</i>			
PINAULT, LINDA	\$37,430.00	\$1,718.43	\$866.53
<i>Department Assistant</i>			
COFFEY, MARY LOU	\$35,712.00	\$54.48	\$6,975.50
<i>Senior Clerk</i>			
CUGINI, ELIZABETH	\$27,749.39		
<u><i>Recreation Revolving Programs</i></u>			
<i>Adult Contractor</i>			
BREWER, RANDY	\$609.43		
JOHNSON, WILLIAM	\$1,122.64		
KEY, BARRY	\$404.15		
SPINAZOLA, RODNEY	\$76.98		
THOMPSON, PETER	\$1,609.61		
<i>Assistant Director</i>			
CLARK, JONATHAN	\$4,688.60		
COFFEY, CHRIS	\$848.12		
COFFY, MARSHALL	\$3,792.75		
CONAWAY, MIRIAM	\$220.64		
CONAWAY, RHONDA	\$5,902.12		
COTTER, JUSTIN	\$4,840.29		
HEAP, RICHARD	\$2,441.68		
HIGGINS, BRENDAN	\$4,162.71		
HOURIHAN, THOMAS	\$1,237.02		
HOWARD, CHAD	\$575.76		
O'CONNELL, CHRIS	\$1,834.07		
PETRONE, DONALD	\$3,195.23		
ROLLINS, ANDREW	\$3,386.18		
ROSHIER, ANDREA	\$7,050.14		
STONE, MATTHEW	\$967.48		
TATA, MICHAEL	\$2,564.94		
WALKER, BRAD	\$4,404.58		
WHITE, MERI	\$2,710.98		
<i>Assistant Leader</i>			
GOULD, CAROL	\$389.76		
<i>Attendants</i>			
AUBE-GHILANI, NICOLE	\$1,866.26		
BUCCI, AMANDA	\$2,777.32		
EASTMAN, WHITNEY	\$1,918.80		
HEYDE, JENNIFER	\$1,757.98		
KENNEALY, RICHARD	\$131.40		
PARKER, EMILY	\$2,124.32		

TOWN OF NATICK
ANNUAL EARNINGS
FOR THE CALENDAR YEAR 2003

	Base Salry	Overtime	Paid Details/ Other
<u>Parks and Recreation</u>			
<i>Attendants</i>			
WILLIAMS, AMANDA	\$1,904.14		
<i>Certified Sports Officials</i>			
BRIDGE, JEFFREY	\$161.55		
CARTY, STEPHEN	\$823.91		
CONDAKES, NICHOLAS	\$250.96		
CUGINI, SUSAN	\$1,286.18		
FITZGERALD, TIMOTHY	\$581.58		
GALANTE, LOUIS	\$484.65		
GRIFFITH, JOHN	\$1,035.21		
HAMNETT, JOHN	\$315.58		
HEDRICK, STEVEN	\$581.58		
HEUER, WILLIAM	\$193.86		
MANGAN, PAUL	\$549.27		
MARTIN, WILLIAM	\$807.75		
PUTNAM, PETER	\$613.89		
SASONOFF, JOHN	\$387.72		
SLATTERY, RICHARD	\$840.06		
VANTASSEL, GORDON	\$581.58		
CUSTODIO, MARLENE	\$1,697.19		
<i>Director Medium Sized Programs</i>			
ARENA, JEAN	\$9,814.62		
BRENNEMAN, THOMAS	\$151.69		
KALBA, SIMON	\$2,649.59		
TARTARINI, KIMBERLY	\$1,175.29		
WOLF FRITZ, REGINA	\$6,568.65		
<i>Head Lifeguards</i>			
BENABDALLAH, ADAM	\$5,964.19		
BENABDALLAH, JUSTIN	\$5,299.15		
HEYDE, JULIE	\$2,165.04		
MCKENZIE, MICHAEL	\$1,372.11		
ROGERS, ANDREW	\$6,167.60		
<i>Leaders</i>			
ACHTMEYER, KRISTIN	\$2,574.20		
ARMSTRONG, WILLIAM	\$3,257.84		
BAKER, RACHEL	\$1,832.14		
BARBO, KARA	\$824.18		
BERTOLINO, AMY	\$900.48		
BERTOLINO, BECKY	\$2,866.36		
BROWN, KATHRYN	\$1,848.36		
BROWN, MICHAEL	\$16.24		
CASHMAN, MONICA	\$791.70		
CASHMAN, RACHEL	\$856.66		

TOWN OF NATICK
ANNUAL EARNINGS
FOR THE CALENDAR YEAR 2003

	Base Salary	Overtime	Paid Details/ Other
<u>Parks and Recreation</u>			
<i>Leaders</i>			
COBURN, STEPHANIE	\$2,646.32		
COFFEY, ALTORIA	\$6,351.51		
CONAWAY, CARLTON	\$3,573.58		
CONNOLLY, CHRISTINE	\$2,734.56		
CONNOLLY, MATTHEW	\$2,884.26		
CONNOLLY, SHANNON	\$2,785.20		
CONSTANTINE, ASHLEY	\$2,663.36		
COTTER, JULIE	\$194.12		
CRAWFORD, NATHAN	\$2,356.44		
D'AGNELLI, LINDSAY	\$1,648.36		
DAVIS, ANDREA	\$885.30		
DONAHUE, STEPHANIE	\$1,603.60		
DUNNIGAN, RYAN	\$3,083.80		
FAIR, LAURA	\$3,026.40		
FEINBERG, JUSTIN	\$2,035.80		
FERNALD, NATHAN	\$2,565.76		
FINCH, CAMERON	\$25.32		
FORSHER, SUSAN	\$2,312.56		
FORSHNER, JENNIFER	\$2,257.36		
GUEN, BETHANY	\$2,788.50		
GUSTAVSON, LAURA	\$2,751.44		
HAMNETT, JR, JOHN	\$3,394.47		
HARDY, JENNIFER	\$3,098.59		
HIMMELMANN, KAITLIN	\$2,211.28		
HLADICK, SEAN	\$526.50		
INCORVATI, JASON	\$2,525.91		
JACKSON, BRENDAN	\$327.60		
JONES, GENEVIEVE	\$2,802.08		
KEHOE, MATTHEW	\$2,920.24		
LALLY, CAROLYN	\$2,565.92		
MACONE, JOANNA	\$2,777.04		
MACONE, JONATHAN	\$1,812.27		
MAGARIE, ANDREW	\$2,838.24		
MIRANTE, KATHLEEN	\$3,878.53		
MUSKOPF, JACQUELINE	\$3,156.36		
PARE, ANDREA	\$81.90		
PLAIN, ANNE-MARIE	\$2,894.92		
POWELL, GREGORY	\$2,448.90		
ROBBINS, ELIZABETH	\$2,724.36		
ROSE, JENNIFER	\$2,589.49		
RYAN, MEREDITH	\$31.75		
SALSICH, DEIRDRE	\$2,937.12		

TOWN OF NATICK
ANNUAL EARNINGS
FOR THE CALENDAR YEAR 2003

	Base Salary	Overtime	Paid Details/ Other
<i>Parks and Recreation</i>			
<i>Leaders</i>			
SASONOFF, KRISTEN	\$3,216.42		
SASONOFF, PHILLIP	\$2,208.30		
SEVERANCE, JON	\$1,445.30		
SHERMAN, MICHAEL	\$2,249.24		
SHIELDS, BRIGHAM	\$2,145.00		
SIMS, DEBRA	\$2,657.51		
STONE, ERICA	\$4,142.12		
TATA, EMILY	\$2,986.02		
THIFFAULT, KELLY	\$3,065.20		
TUDRICK, EDWARD	\$25.32		
VANTASSEL, JULIE	\$2,880.44		
VARGAS, ERIKA	\$838.50		
VOGEL, MELISSA	\$2,262.99		
WADE, ELISE	\$3,092.87		
WALSH, NICOLE	\$1,285.05		
WARREN, WHITNEY	\$3,361.62		
WATERS, JUSTIN	\$178.64		
WILDER, MATTHEW	\$791.70		
WORCESTER, ABAGAIL	\$2,614.64		
<i>Life Guards</i>			
BARRY, MARCI-ANNE	\$4,502.58		
CECCHI, JENNIFER	\$4,742.68		
COBB, THOMAS	\$3,905.95		
COLEMAN, AMY	\$3,648.96		
CRAWFORD, ADAM	\$3,705.42		
DONNELLY, MEGHAN	\$6,369.46		
FLYNN, TIMOTHY	\$5,073.47		
MCKENZIE, MEGHAN	\$3,948.93		
MOYNIHAN, JOHN	\$3,991.35		
MULCAHY, ALEX	\$3,220.14		
PERODEAU, KRISTINE	\$4,426.78		
THURSTON, STEPHANIE	\$3,060.99		
WOLMAN, MARIA	\$3,695.86		
<i>Managers</i>			
CALDER, JAMES	\$5,377.58		
MARSHALL, MELISSA	\$342.07		
<i>Program Instructor</i>			
BRASS, SHARI	\$7,588.50		
<i>Laborers Part-Time</i>			
FLEMING, BRIAN	\$4,253.76		
HUDSON, WILLIAM	\$3,505.30		

TOWN OF NATICK
ANNUAL EARNINGS
FOR THE CALENDAR YEAR 2003

	Base Salary	Overtime	Paid Details/ Other
<u><i>Parks and Recreation</i></u>			
<i>Nurses</i>			
CHASE, ANNE	\$5,864.10		
KACIAN, PATRICIA	\$8,263.05		
<i>Specialists</i>			
COLELLA, ANDREW	\$5,881.94		
COTTER, KEVIN	\$257.29		
CUGINI, PATRICIA	\$1,262.52		
EBELING, CHERYL	\$1,034.48		
ENGLISH, MAUREEN	\$544.35		
FINKELSTEIN, DEBORAH	\$504.00		
FORBER-PRATT, ANJALI	\$4,097.52		
FRECHETTE, MATTHEW	\$8,851.42		
GRADY, SHAWN	\$3,349.29		
HOWES, LINDA	\$3,913.31		
KELLETT, KRISTEN	\$9,421.68		
KELLY, DAVID	\$2,840.70		
LOCHIATTO, ANNA MARIA	\$3,837.73		
MAFFEI, GREGORY	\$4,021.92		
MOLINA, NANCY	\$2,222.46		
MORAN, MARGARET	\$3,760.68		
MOYNIHAN, SARAH	\$4,478.28		
MULCAHY, SARAH	\$5,729.40		
NICOLETTI, CARA	\$3,705.40		
PASQUALONE-COOPER, SAND	\$413.79		
RANERI, DANIELLE	\$5,586.71		
SMITH, JENNIFER	\$3,587.08		
WALDEN, CAROLL	\$1,147.85		
<i>Supervisor Major Programs</i>			
CARNEY, PATRICIA	\$2,012.69		
CONAWAY, B. PATRICK	\$7,143.59		
DESROSIERS, BEVERLY	\$2,151.83		
DONAHUE, CAROLINE	\$3,544.03		
KEEFE, KARLA	\$8,320.93		
WHITE, JAMES	\$5,409.40		
WRIGHT, CINDY	\$3,166.10		
<i>Timer/Scorers</i>			
BARBO, LINDSEY	\$56.58		
COTTER, MICHAEL	\$813.86		
ROVNER, LEAH	\$450.37		
SPIRIDIGLIOZZI, ANNA	\$56.58		
<i>Water Safety Instructors</i>			
BUCCI, KATHRYN	\$4,352.57		
CALDER, SHIRLEY	\$2,089.19		

TOWN OF NATICK
ANNUAL EARNINGS
FOR THE CALENDAR YEAR 2003

	Base Salry	Overtime	Paid Details/ Other
<u><i>Parks and Recreation</i></u>			
<i>Water Safety Instructors</i>			
CECCHI, KIMBERLY	\$3,384.61		
MARSHALL, JONATHAN	\$6,595.88		
MCNAMARA, MEREDITH	\$2,702.84		
NELSON, HEATHER	\$5,421.26		
THOMPSON, ANDREW	\$1,727.72		
Total Parks & Recreation	\$918,173.43	\$2,704.03	\$13,755.90
<u><i>Human Services</i></u>			
<i>Director</i>			
KERMODE, GWEN	\$59,861.06		
Total Human Services	\$59,861.06	\$0.00	\$0.00
<u><i>Non Contributory Pensioners</i></u>			
<i>Fire Pensions</i>			
CADILLAC, EMMA	\$9,188.40		
CARDELLICCHIO, DOLORES	\$12,074.28		
GREEN, LOUISE	\$11,822.40		
HARRIS, MARGARET	\$11,470.68		
MELCHIORRI, GALIANO	\$19,571.38		
PETERS, NICHOLAS	\$14,937.52		
ROBERTS, FRANCIS	\$16,487.80		
WIGGLESWORTH, LOUISE	\$7,089.00		
<i>Police Pensions</i>			
MCEVOY, THOMAS	\$20,518.80		
SHEA, W. JOSEPH	\$21,000.48		
<i>Purblic Works Pensions</i>			
WHITE, WILLIAM	\$18,371.04		
ARMATA, ANTONIO	\$23,978.40		
<i>School Pensions</i>			
CAREY, CONSTANCE	\$12,613.92		
POTENZA, HELEN	\$16,336.56		
Total Non Contributory Pensions	\$215,460.66	\$0.00	\$0.00
<u><i>Contributory Retirement System</i></u>			
<i>Director</i>			
BACON, KATHLEEN	\$60,409.24		
<i>Administrative Assistant</i>			
FREMAULT, ANN	\$37,146.51		
<i>Clerical Support</i>			
MASTRO, JOAN	\$9,191.82		
Total Contributory Retirement System	\$106,747.57	\$0.00	\$0.00

**TOWN OF NATICK
ANNUAL EARNINGS
FOR THE CALENDAR YEAR 2003**

	Base Salry	Overtime	Paid Details/ Other
<u>Natick Public Schools</u>			
<u>Central Administration</u>			
<i>Superintendent of Schools</i>			
CONNOLLY, JAMES	\$134,999.80		
<i>Assist Superintendent Curriculum</i>			
LEDUC, KAREN	\$33,615.33		
SCHETTINI, PATRICK	\$58,961.61		
<i>Assist Superintendent Pupil Services</i>			
SEYFFERT, AUDREY	\$100,196.20		
<i>Director Fisal Management Services</i>			
NORMEN DUNN, MARY ELLEN	\$92,699.88		
<i>Director of Human Resources</i>			
DAVIS, MARIANNE	\$77,140.76		\$79.68
<i>Director of Facilities</i>			
GRAHAM, ROBERT	\$72,464.08		
<i>Facilities Services Manager</i>			
CLEMENTS, RONALD	\$38,908.10	\$320.64	
THIFFAULT, JOHN	\$39,547.73		
<i>Cl;erk of the works</i>			
DINAPOLI, LUIGI	\$64,861.43		
<i>Finance Manager</i>			
BACON, ELLEN	\$54,590.12	\$734.83	
<i>Children First Program Coordinator</i>			
NEWMAN, AUDREY	\$39,950.04		\$120.00
<i>Family Network Program Coordinator</i>			
LOPRESTI, DARYL	\$38,188.80		
<i>Human Resources Assistant</i>			
CASAVANT, NANCY	\$40,760.00		
<i>Secretuary to Director Fiscal Management Services</i>			
BECKWITH, IRENE	\$39,756.40		\$324.96
<i>Secretary to Superintendent Schools</i>			
REILLY, SHARON	\$45,788.76		\$2,688.00
<i>Secretaries:</i>			
BRIGHAM, MARIANNE	\$39,624.00		
CONSTANTINE, VIRGINIA	\$39,624.00	\$411.48	
MEUSE, JOANNE	\$2,178.00		
MURPHY, KAREN	\$39,774.00		\$1,235.00
O'BRIEN, BARBARA	\$8,655.20		
POTTS, JEANETTE	\$39,624.00		
MATTIA, KATHLEEN	\$15,356.00		
NICHOLSON, KIMBERLEY	\$37,752.00		

TOWN OF NATICK
ANNUAL EARNINGS
FOR THE CALENDAR YEAR 2003

	Base Salary	Overtime	Paid Details/ Other
<u>Central Administration</u>			
<i>Secretaries:</i>			
CRANDALL, THERESE	\$29,500.92		\$789.96
TOGNACCI, LAURA	\$4,363.48		
<i>School Physician</i>			
KRAFT, GAIL	\$12,577.00		
<i>Staff Development Coordinator</i>			
BRODERICK, LINDA	\$32,425.28		\$1,000.00
<i>Behaviorial Assistant</i>			
REAGAN, COURTNEY	\$20,832.00		
<i>Art Consultant</i>			
MILOT, BARBARA	\$8,478.54		
<i>Food Service Worker</i>			
DUNN, LAUREL	\$6,603.56		
Total Central Administration	\$1,309,797.02	\$1,466.95	\$6,237.60
<u>After School Alternative Program</u>			
<i>Director</i>			
CHRISTENSEN, JEANNETTE	\$32,841.29	\$133.67	
<i>Assistant Director</i>			
GRAY, JOSHUA	\$15,964.08		
<i>Lead Instructors:</i>			
ADELMAN, JENIFER	\$14,212.16		
BINETTE, DAVID	\$2,491.37		
BORGES, LIZBETH	\$9,885.88		
BOYNTON, SETH	\$1,211.00		
CONSTANTINE, ASHLEY	\$2,591.25		
LIVSHIN, ELLEN	\$726.00		
OSTROWSKI, AMY	\$5,761.00		
POWELL, JOY	\$1,750.00		
SAMUELS, DEBRA	\$377.60		
<i>Program Instructor</i>			
LINEHAN, MARK	\$2,517.84		
<i>Early Riser Program Supervisors</i>			
DUBEE, JACQUELINE	\$5,587.75		
GRAY, ANNE	\$7,056.62		
<i>Early Riser Instructor</i>			
KEPPER, BONNIE	\$95.46		
MORRISSEY, AUDREY	\$413.66		
ROSS, KAREN	\$3,547.93		
Total After School Alternative Program	\$107,030.89	\$133.67	\$0.00

**TOWN OF NATICK
ANNUAL EARNINGS
FOR THE CALENDAR YEAR 2003**

	Base Salry	Overtime	Paid Details/ Other
<u><i>Ben-Hem School</i></u>			
<i>Principal</i>			
PESKIN, STUART	\$90,917.84		
<i>Assistant Principal</i>			
GETTY, SUSAN	\$66,651.00		\$748.57
<i>Guidance Counselor</i>			
HJORTH, LORRIE	\$13,014.78		
SILVESTRI, MARYANN	\$23,389.78		
<i>Teaching Staff:</i>			
BRIONES, LISA	\$54,742.47		\$347.07
CAMAYA, CAROLINA	\$35,968.06		\$1,107.14
CHAR-SMITH, LISA	\$51,046.99		\$23.57
DONOHUE, KRISTEN	\$36,522.91		\$540.00
ERWIN, LAURA	\$24,470.08		\$539.62
FINN, CAROL	\$65,589.94		\$998.57
FOSTER, JOANNE	\$62,466.04		\$2,387.50
GIBSON, JAMES	\$13,441.50		
HAMM, ALISON	\$42,623.07		\$383.57
HAYES, LISA ANN	\$62,466.04		\$1,940.00
HOCHBERG, LOIS	\$65,589.94		\$1,823.57
HOLT, JACQUELYN	\$64,748.44		\$123.57
KING, JULIE	\$35,300.98		
KLAY, MARCY	\$21,435.17		\$161.79
KRAEMER, KAREN	\$46,093.08		\$1,316.93
LAJOIE, KIMBERLY	\$35,300.98		\$383.57
LAPLANTE, NINA	\$44,004.29		\$1,460.00
MONTGOMERY, KATHLEEN	\$65,589.94		\$743.57
MULLER, LAURA	\$14,175.72		
O'BRIEN, CATHERINE	\$62,466.04		\$5,287.50
PARKER, GRETТА	\$39,427.15		\$23.57
PROCOPIO, ELIZABETH	\$60,455.69		\$1,283.57
SANBORN, REBECCA	\$35,300.98		\$743.57
TELSCHOW, JOANNA	\$35,300.98		\$70.00
<i>Student Support Staff</i>			
ANDERSEN, JOANNE	\$17,876.04		
DALY, KATHLEEN	\$8,938.02		\$3,355.87
DIXON, JANET	\$17,976.04		\$30.00
DOHERTY, SUSAN	\$10,680.14		
DOYLE, DIANE	\$15,937.73		\$180.00
DRUMMEY, THERESA	\$17,152.79		
DUNN, LISA	\$8,576.52		\$198.03

TOWN OF NATICK
ANNUAL EARNINGS
FOR THE CALENDAR YEAR 2003

	Base Salary	Overtime	Paid Details/ Other
<u><i>Ben-Hem School</i></u>			
<i>Student Support Staff</i>			
GLEESON, CARYL	\$18,076.04		
GRASSIA, SUSAN	\$8,397.54		
LEW-ENGLAND, SUZANNE	\$17,876.04		
MAK, AMY	\$17,876.04		
MARCUS, LAUREN	\$18,691.73		\$82.56
MEYLER, STEPHANIE	\$10,853.31		\$3,850.24
MIXON, STEPHANIE	\$9,722.67		\$1,700.00
MUDARRI, SUSAN	\$17,876.04		
O'BRIEN, NANCY	\$17,876.04		
ROSENBERG, DOLORES	\$7,150.50		
TAMBINI, DIANNE	\$17,876.04		
WALDMAN, MERYL	\$17,876.04		
WATKINS, MARYLEE	\$15,937.73		
<i>Literacy Specialists</i>			
CHENARD, REBECCA	\$10,528.27		\$360.00
GILMORE, MEGHAN	\$8,978.96		
<i>Media Assistants</i>			
CASEY, JACQUELYN	\$19,228.94		\$720.00
<i>Building Support Staff</i>			
ROONEY, VALERIE	\$10,589.91		
LACOUTURE, DOROTHY	\$8,865.28		
<i>Certified Licensed Assistant</i>			
DREWS, NELL	\$7,025.00		\$120.00
<i>Behavioral Assistant</i>			
ROSS, TAMMY	\$42,618.31		
<i>Occupational Therapist Assistant</i>			
HURD, PAMELA	\$24,879.96		\$2,200.00
<i>Nurse - Department Head</i>			
RUFO, KAREN	\$43,208.41		\$99.70
<i>Nurse</i>			
SINGER, BARBARA	\$8,707.54		
<i>Secretarial Staff</i>			
MCAULEY, COLLEEN	\$29,422.32		
DAVIDSON, PATRICIA	\$26,302.08		
<i>Food Service Workers</i>			
INDRESANO, ANGELA	\$7,254.17		
JAMESON, JEAN	\$8,397.58		
<i>Custodial Staff</i>			
MELLISH, CAROLYN	\$31,178.00	\$1,794.94	
NAUGHTON, PETER	\$33,242.00	\$3,518.15	
MOORES, DAVID	\$37,217.00	\$8,487.21	
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Total Ben-Hem School	\$1,919,366.65	\$13,800.30	\$35,333.22

TOWN OF NATICK
ANNUAL EARNINGS
FOR THE CALENDAR YEAR 2003

	Base Salary	Overtime	Paid Details/ Other
<i>Brown School</i>			
<i>Principal</i>			
SMALL, BERNADINE	\$87,707.56		
<i>Guidance Counselor</i>			
D'ANELLO, AMY	\$28,622.73		\$720.00
CONESA, ISABEL	\$13,808.79		
<i>Teaching Staff</i>			
ALBERT, MICHAEL	\$48,940.25		\$5,951.89
ANASTASIO, KATHRYN	\$35,968.06		\$383.57
ANDERSON, MINDY	\$32,757.64		\$1,020.00
BERNATH, NANCY	\$51,624.04		
COSTELLO, PAMELA	\$24,671.07		\$23.57
FEENEY, MAUREEN	\$56,787.90		\$47.14
GAGNE, ANGELINA	\$44,004.29		\$2,158.57
HURLEY, KATHLEEN	\$61,665.00		\$743.57
KENNEY, MARTHA	\$46,406.51		\$720.00
LEVINE-WILSON, NANCY	\$65,589.94		\$473.57
LUKE, PATRICIA	\$62,466.04		\$1,280.00
MABB, JENNIFER	\$38,831.00		\$2,275.71
MARTIN, ANNA	\$48,940.25		\$407.14
MELCHIORRI, BEVERLY	\$42,188.32		\$250.00
MUNSON, KAREN	\$46,406.51		\$1,403.57
PERKSON, CAREY	\$31,405.46		\$70.71
RISI, JENNIFER	\$55,944.82		\$250.00
ROTMAN, RACHAEL	\$13,441.50		
SHIELDS, MELISSA	\$48,940.25		\$180.00
STEFANOWICZ, JARED	\$48,940.25		\$3,023.57
TAYLOR, AUDREY	\$28,119.71		
VOGEL, MICHELLE	\$28,765.66		\$23.57
YOUNG, DENISE	\$61,665.00		\$273.57
<i>Student Support</i>			
GAVELIS, CAROL	\$17,876.04		
O'REILLY, SHEILA	\$16,770.14		\$1,145.90
O'SULLIVAN, CATHERINE	\$18,076.04		
SCAMMON, SALLY	\$17,876.04		
SCOTT, ANN	\$17,385.16		\$360.00
WALKER, SUSAN	\$8,938.02		
WILLS, RABONNA	\$18,026.04		\$884.00
<i>Literacy Specialists</i>			
NARDI, MARIE	\$8,016.55		
WALSH, E. SHARON	\$4,763.67		

TOWN OF NATICK
ANNUAL EARNINGS
FOR THE CALENDAR YEAR 2003

	Base Salry	Overtime	Paid Details/ Other
<u>Brown School</u>			
<i>Literacy Specialists</i>			
WILLIAMS, LINDA	\$9,200.87		
<i>Media Assistant</i>			
ROSE, BARBARA	\$19,178.94		
<i>Building Support</i>			
POWNELL, JANET	\$13,483.19		
CALDERON, MARY	\$7,888.73		
<i>Nurse</i>			
WORTHINGTON, JAYNE	\$39,261.04		
<i>Secretary</i>			
CROSBY, CHRISTINE	\$20,698.48	\$58.08	
<i>Food Service Worker</i>			
KALRA, KATIE	\$175.08		
LELACHEUR, ARLINE	\$8,641.60	\$118.83	
MURRAY, ROBIN	\$2,821.77		
<i>Cafeteria Monitor</i>			
CHAPMAN, BERNICE	\$2,440.94		
DEWOLFE, DEBORAH	\$1,282.95		
<i>Custodial Staff</i>			
GALAN, LUIS	\$28,763.40	\$1,213.17	
PEARSON, GREGORY	\$28,654.40	\$1,047.12	
HILL, JAMES	\$37,117.00	\$7,808.50	
Total Brown School	\$1,501,944.64	\$10,245.70	\$24,069.62
<u>Johnson School</u>			
<i>Principal</i>			
BROWN, BARBARA	\$31,471.56		
CHAMIDES, HELEN	\$57,538.52		
<i>Assistant Principal</i>			
WOOD, JEFFERSON	\$57,120.68		\$47.14
<i>Guidance Counselor</i>			
D'ELIA, RICHELLE	\$15,233.70		
FLEMING, CHERYL	\$8,969.85		
<i>Teaching Staff:</i>			
BEAUDOIN, MICHELLE	\$14,175.72		
BLAKE, KRISTEN	\$53,834.63		\$115.71
BRUNS, AMY	\$65,589.94		\$568.57
COTTER, KAREN	\$56,787.90		\$117.85
GATTO, BENJAMIN	\$38,831.00		\$77.14
GHILANI, KAREN	\$24,341.45		\$77.14
HILLS, WENDY	\$36,402.27		\$94.28
KENNY, BRENDA	\$12,886.65		\$8,888.00

TOWN OF NATICK
ANNUAL EARNINGS
FOR THE CALENDAR YEAR 2003

	Base Salary	Overtime	Paid Details/ Other
<i>Johnson School</i>			
<i>Teaching Staff:</i>			
LAPLACE ZERNICKE, ANNE	\$10,920.75		\$14,352.87
LUCY, KAREN	\$60,455.69		\$47.14
SCHUH, LESLIE	\$13,014.78		
SCOTT, ELIZABETH	\$35,300.98		\$1,759.64
THOMAS, MARY	\$62,466.04		\$47.14
<i>Title I Staff</i>			
CONAWAY, RHONDA	\$10,736.88		\$1,750.00
CONNOLLY, K. LYNNELL	\$17,772.11		
HAWES, KATHLEEN	\$15,914.55		
MACISAAC, KATHLEEN	\$18,843.31		\$8,170.31
WOLF, CYNTHIA	\$19,267.27		
<i>Student Support</i>			
ADAMS, SARAH	\$3,575.04		
GOSS, JUDY	\$16,437.81		
LODI, BARBARA	\$8,576.52		
MOOR, DONNA	\$18,076.04		
VONDERLIETH, KATHERINE	\$4,865.79		
ZANCHI, MARY	\$12,513.06		
<i>Media Assistant</i>			
MANGAN, ELIZABETH	\$14,023.62		
ROLLINS, ANNE	\$13,320.30		
<i>Building Support</i>			
DONAHUE, ELIZABETH	\$9,099.19		
<i>Nurse</i>			
CROSS, ELIZABETH	\$4,447.10		\$1,294.32
<i>Secretary</i>			
DEMPSEY, KATHLEEN	\$28,794.72		
<i>Food Service Workers</i>			
HOLMES, LISA	\$6,208.36		
MIRZAAGHASI, PARVANEH	\$5,911.50		
<i>Cafeteria Monitor</i>			
GAW, KAREN	\$1,282.94		
<i>Custodial Staff</i>			
ALLEN, MICHAEL	\$29,153.40	\$743.74	
GILBERT, SHAWN	\$37,117.00	\$7,449.37	
Total Johnson School	\$951,278.62	\$8,193.11	\$37,407.25

TOWN OF NATICK
ANNUAL EARNINGS
FOR THE CALENDAR YEAR 2003

	Base Salary	Overtime	Paid Details/ Other
<i>Lilja School</i>			
<i>Principal</i>			
CANNER, MARY	\$90,917.84		
<i>Assistant Principal</i>			
BIAGETTI, CELIA	\$40,237.51		\$947.73
<i>Guidance Counselor</i>			
MARMOREK, KATHLEEN	\$62,792.52		\$40.81
<i>Teaching Staff</i>			
ADAMS, HANNAH	\$39,565.22		\$1,947.14
ALTCHEK, BETHANY	\$48,403.83		
BOURN, KAREN	\$14,949.72		
BOWE, STEPHANIE	\$16,626.42		
BOYLAN, MARY ELLEN	\$13,441.50		
CAVICCHIO, CLELIA	\$65,589.94		
CHASE, KENDRA	\$38,831.00		\$920.00
CONNELLY, KELLI	\$56,787.90		
EGERHEI, JEAN	\$62,466.04		\$275.00
ELSER SMITH, JEANNE	\$18,992.57		\$876.00
GIANGRANDE, DIANE	\$51,624.04		\$2,278.97
KELLEY, JUDITH	\$65,589.94		\$1,527.14
MAKUNAS, SUZANNE	\$23,081.41		\$1,127.14
MCENANEY, KRISTEN	\$51,046.99		\$723.57
NIIT, KRISTA	\$39,565.22		\$1,103.57
NORRMAN, CHRISTINE	\$51,624.04		\$1,198.57
O'BRIEN, ILSE	\$38,831.00		\$1,122.14
O'CONNOR, KATHLEEN	\$55,906.67		\$4,804.28
PELLETIER, ANDRE'	\$38,831.00		
PETRIN, NANCY	\$51,624.04		\$1,252.14
RICHARDS, MARIA	\$24,376.36		
SHEPARD, DOUGLAS	\$43,370.99		\$23.57
STARR, SHOSHANAH	\$59,648.26		\$3,420.00
<i>Student Support</i>			
CANTIN, ANNE	\$18,377.79		
ELPERS, KAREN	\$17,679.60		
JOHNSON, JESSICA	\$6,652.19		
KILROY, PATRICIA	\$17,679.60		\$360.00
MOSS, REBECCA	\$7,235.54		
UBALDINO, CATHERINE	\$17,061.25		\$182.63
<i>Literacy Specialists</i>			
KILLGOAR, MAUREEN	\$13,800.87		
TEEPE, JANE	\$9,423.84		

TOWN OF NATICK
ANNUAL EARNINGS
FOR THE CALENDAR YEAR 2003

	Base Salry	Overtime	Paid Details/ Other
<i>Lilja School</i>			
<i>Media Assistant</i>			
MITCHELL, JUDITH	\$19,028.94		\$2,880.00
<i>Building Support</i>			
MACNEIL, CAROLYN	\$14,880.24		
SHAKESPEARE, PAULA	\$8,890.34		
<i>Nurse</i>			
RAHN, JANICE	\$39,261.04		
<i>Secretary</i>			
AUCOIN, ELIZABETH	\$28,898.00		
<i>Food Servic Workers</i>			
AMBROSINO, LINDA MARIE	\$72.76		
CHIAVARINI, RAECHEL	\$1,546.23		
DEMASI, CAROL	\$7,865.29		
<i>Custodial Staff</i>			
JOHNSON, RONALD	\$3,854.40	\$108.90	
REPELLA, TIMOTHY	\$36,917.00	\$12,871.62	
WATERS, JOHN	\$25,510.10	\$1,536.79	
Total Lilja School	\$1,459,356.99	\$14,517.31	\$27,010.40
<i>Memorial</i>			
<i>Principal</i>			
CROWLEY, KEVIN	\$90,917.84		\$5,000.00
<i>Guidance Counselor</i>			
GREANEY, EILEEN	\$62,032.29		\$400.00
<i>Teaching Staff</i>			
ANDERSON, KATHLEEN	\$39,565.22		\$175.00
BAKER, DEBORAH	\$61,665.00		\$200.00
BLOOMQUIST, PAULA	\$62,466.04		
DANDURAND, KRISTEN	\$38,831.00		\$50.00
DIVITO, KAREN	\$37,931.81		
DONOVAN, ANN	\$51,624.04		
GETZ, ELLEN	\$38,831.00		\$973.57
GOBRON, LAURA	\$51,624.04		
GROW, JORDAN	\$38,831.00		\$2,500.00
HONSA, SHARON	\$62,466.04		\$23.57
HRONES, PAMELA	\$38,831.00		\$950.00
JOYCE, MARY	\$65,589.94		\$23.57
LARICK, DANICE	\$62,466.04		\$1,050.00
LOMBARDINI, JEAN	\$50,453.80		\$720.67
LYDON, MARGARET	\$62,466.04		\$400.00
MARDEN, CHRISTINA	\$65,589.92		

TOWN OF NATICK
ANNUAL EARNINGS
FOR THE CALENDAR YEAR 2003

	Base Salary	Overtime	Paid Details/ Other
<i>Memorial</i>			
<i>Teaching Staff</i>			
SNYDER, ROBYN	\$46,406.51		\$823.57
STAMAS, SUZAN	\$62,466.04		
STAREK, ANNE	\$51,624.04		\$250.00
SULLIVAN, CAROLYN	\$49,271.34		\$873.57
WALD, JENNIFER	\$37,764.21		
WELLS, PATRICIA	\$62,466.04		\$1,934.64
<i>Student Support</i>			
HURLEY, SALLY	\$17,876.04		
KLEIN, MAXINE	\$17,876.04		
MAHONEY, SUSAN	\$17,876.04		
PEARL, JANET	\$18,026.04		
ROURKE, CAROL	\$17,976.04		
SAVILONIS, MARSHA	\$17,976.04		
<i>Literacy Specialists</i>			
CARTER, VIOLA	\$7,366.76		
HOOKWAY, CAROL	\$6,832.47		
TAYLOR, ADRIENNE	\$7,325.74		
<i>Media Assistant</i>			
YOUNG, MARIA	\$19,028.94		
<i>Building Support</i>			
DELLORFON, DOREEN	\$7,881.72		
MCCABE, JEANNE	\$2,485.58		
MCDERMOTT, ROSE	\$7,665.77		
<i>Occupational Therapist</i>			
LOVE, LAUREN	\$43,188.18		\$144.00
<i>Nurse</i>			
BEATTY, SUSANNE	\$39,261.04		
<i>Secretary</i>			
COHEN, DONNA	\$19,773.92		\$720.00
FIorentino, KAREN	\$21,818.72		\$1,677.60
<i>Clerical Support</i>			
CROWLEY, TARA	\$3,591.50		
<i>Food Service Worker Supervisor</i>			
FORAN, ROSEANN	\$15,333.56	\$570.81	
<i>Food Service Worker</i>			
LOUNSBURY, ZITA	\$6,151.61		
PANSIRE, CHARLOTTE	\$4,342.89		
WILLIAMS, MARYELLEN	\$7,835.98		
<i>Custodial Staff</i>			
CRUZ, JUAN	\$33,170.00	\$3,481.12	
HARVEY, EDWARD	\$37,217.00	\$7,100.27	
Total Memorial School	\$1,690,057.86	\$11,152.20	\$18,889.76

TOWN OF NATICK
ANNUAL EARNINGS
FOR THE CALENDAR YEAR 2003

	Base Salary	Overtime	Paid Details/ Other
<u>Kennedy Middle School</u>			
<i>Principal</i>			
ST GEORGE, KRISTEN	\$89,299.94		
<i>Vice Principal</i>			
PARGA, ROBERT	\$79,928.94		
<i>Guidance Counselor</i>			
BRAUNINGER, JOANNE	\$14,785.92		\$220.00
KOLOW, THEODORE	\$47,707.58		\$343.22
O'NEILL, MAUREEN	\$62,466.04		\$1,916.10
<i>Department Head</i>			
BISHOP, HEATHER	\$64,840.35		\$1,695.71
BREEN, MARY	\$63,070.79		\$571.33
BROWN, JAMES	\$63,070.79		\$194.90
GREEN, ELIZABETH	\$65,818.88		\$1,664.71
MANNA, M. PETER	\$59,573.44		\$4,080.32
<i>Teaching Staff</i>			
BERNASCONI, DIANNE	\$35,300.98		\$100.00
BRAVERMAN, MICHAEL	\$41,726.08		\$2,675.57
BRENNEMAN, ELLEN	\$55,771.62		\$600.00
BUCKLEY, JOHN	\$69,084.71		
CHOWDHURY, SANGHAMITRA	\$11,948.00		\$2,470.50
CORMIER, JESSICA	\$42,714.88		
COTTER-LEMOINE, MARY	\$41,726.08		\$1,125.00
COTTER, KEVIN	\$62,466.04		\$6,293.22
CURRAN, SHEILA	\$54,960.74		\$2,711.25
DROLET, RICHARD	\$39,242.23		\$581.40
FARMELANT, GERALD	\$62,723.23		\$166.42
FAY, PAULA	\$42,044.23		
FOREST, CHRISTOPHER	\$60,059.49		\$3,207.00
GALVANI, ANN	\$62,466.04		\$700.00
GOLDBERG, BETH	\$46,025.21		\$975.00
GRAHAM, MICHELLE	\$1,847.38		\$1,187.50
GRIFFIN, DONALD	\$44,004.29		\$3,592.56
KITTLER, NATHAN	\$39,782.93		\$1,516.00
LEAVITT, JOHN	\$41,254.41		\$6,864.40
LEMON, SANDRA	\$57,219.91		\$4,642.85
LOUNSBURY, MARA	\$13,441.50		\$23.57
MAGUIRE, KAREN	\$56,787.90		\$200.00
MAHANEY, ANN	\$63,094.98		\$920.14
MARINO, KELLY	\$33,121.27		\$25.00
MARTINEZ, HELEN	\$62,466.04		

TOWN OF NATICK
ANNUAL EARNINGS
FOR THE CALENDAR YEAR 2003

	Base Salry	Overtime	Paid Details/ Other
<i>Kennedy Middle School</i>			
<i>Teaching Staff</i>			
MASON, MICHELLE	\$38,831.00		\$3,050.00
MASSAR, JANICE	\$55,989.33		\$1,291.14
MITTELMAN MURPHY, SHARO	\$56,787.90		\$47.14
MULTER, ALICIA	\$12,219.57		\$100.00
NASH, SUSAN	\$59,270.39		
NICHOLS, ROSEMARY	\$23,081.41		
NORTON, MARIE	\$60,455.69		\$1,450.00
O'CONNOR, HERBERT	\$62,466.04		\$100.00
PETRONE, DONALD	\$65,589.92		\$335.70
QUILTY, JANE	\$65,589.94		\$25.00
ROSS, LORI	\$42,188.32		\$2,825.02
SADOW, WARREN	\$27,928.96		
SMITH, JENNIFER	\$31,363.50		\$4,793.82
STONE, JEFFREY	\$61,155.70		\$942.85
TARANTO, MARLENE	\$58,753.41		\$547.83
WHALL, MARINA	\$648.00		
ZURETTI, DAVID	\$50,573.77		\$25.00
<i>Title I</i>			
KENNY, MARY	\$10,562.49		
<i>Student Support</i>			
FERGUSON, IRENE	\$17,976.04		
FORTINI, KATHLEEN	\$17,916.04		\$816.00
GILLIS, MARILYN	\$18,026.04		
KORIN, MYRA	\$17,876.04		
ROLLINS, ANDREW	\$17,876.04		\$6,223.21
<i>Academic Liason</i>			
LEVY, BARBARA	\$33,171.55	\$18.20	
<i>Media Specialists</i>			
GRASFIELD, SANDRA	\$62,466.04		\$500.00
<i>Media Assistant</i>			
ROTKIEWICZ, KATHERINE	\$19,028.94		
<i>Nurse</i>			
FREEMAN, ANNE	\$36,266.93		\$216.03
<i>Secretarial Staff</i>			
LINTON, SANDRA	\$35,574.00		\$2,323.20
MACGREGOR, JOYCE	\$25,616.73		
SLATTERY, ROBIN	\$26,268.44		\$3,640.00
WHITE, ELAINE	\$5,667.60		
<i>Food Service Worker Supervisor</i>			
MONTAGNA, ELEANOR	\$20,031.41	\$311.36	

TOWN OF NATICK
ANNUAL EARNINGS
FOR THE CALENDAR YEAR 2003

	Base Salry	Overtime	Paid Details/ Other
<u><i>Kennedy Middle School</i></u>			
<i>Food Service Workers</i>			
AMBROSINO, JAMES	\$5,638.32		
DEPRATTI, JEAN	\$6,488.51		
HARROW, CHARLENE	\$5,639.81		
MURPHY, EILEEN	\$6,601.46		
<i>Custodial Staff</i>			
BASTIEN, JEFFREY	\$28,763.40	\$5,539.25	
FAMANIA, CARLOS	\$32,687.60	\$6,976.54	
STICKA, DANIEL	\$37,217.00	\$14,674.81	
Total Kennedy Middle School	\$3,012,096.12	\$27,520.16	\$80,515.61
<u><i>Wilson Middle School</i></u>			
<i>Principal</i>			
EVANS, RUTH	\$91,637.00		
<i>Vice Principals</i>			
MACONE, ROBERT	\$79,928.94		
NOLIN, ANNA	\$26,100.62		
<i>Guidance Counselor</i>			
ANANIAN, JOYCE	\$62,465.92		\$3,188.98
LOFTUS, LAURA	\$20,021.07		\$168.24
POISSANT, KERI	\$42,714.88		\$3,149.61
<i>Department Heads</i>			
COLEMAN, JUDITH	\$59,182.99		\$2,844.23
DOPFEL, LINDA	\$63,094.98		\$2,368.55
DOYLE, KENNETH	\$42,355.02		\$1,181.93
HEILPERN, ANDREW	\$16,482.06		\$100.00
KATTANY, KATHLEEN	\$57,199.13		\$7,230.96
ROWAN, PATRICIA	\$64,176.33		\$740.49
WALKER, DAVID	\$64,840.35		\$4,757.67
<i>Teaching Staff</i>			
BICKELMAN, JUDITH	\$62,466.04		\$2,238.22
BLANKESPOOR, LISA	\$22,860.07		\$442.75
BRESNICK, DEBORAH	\$66,218.88		\$951.25
CURRAN, MARTHA	\$63,094.98		\$1,118.35
DEMING, KAREN	\$13,441.50		\$100.00
DICKEY, SHAUNA	\$13,441.50		\$491.68
DONOHUE, RAYMOND	\$13,441.50		\$100.00
DUBBS, ANDREA	\$34,378.92		\$891.93
FLEMING, JANET	\$49,133.77		\$1,227.01
HAGAN, TINA	\$20,451.73		\$6,657.40
HANLON, WENDY	\$56,787.90		\$890.70

TOWN OF NATICK
ANNUAL EARNINGS
FOR THE CALENDAR YEAR 2003

	Base Salary	Overtime	Paid Details/ Other
<u>Wilson Middle School</u>			
<i>Teaching Staff</i>			
HAWRYLCHAK, AMY	\$39,565.22		\$2,324.71
HEIDEN, ELIZABETH	\$14,949.72		\$100.00
HEIDEN, MICHAEL	\$13,590.36		\$100.00
HENDERSON, KENNETH	\$63,094.98		\$1,262.35
HOUSTON, BRUCE	\$65,589.94		\$5,052.27
JOFFE, KATHLEEN	\$66,218.90		\$852.68
JOHNSON, SUZANNE	\$10,902.16		\$11,629.10
KENNEDY, TAMARA	\$13,441.50		\$100.00
LEE BRYANT, KELLY ANN	\$39,256.91		\$940.96
MALLOY, ANN-MARGARET	\$54,960.74		\$1,874.81
MCCLAIN, MAUREEN	\$62,683.75		\$911.44
MCCONATHY, JENNIFER	\$50,093.42		
MCDONOUGH, KIRSTEN	\$24,816.22		\$200.00
MCGINTY, MARYANN	\$28,337.90		\$550.02
MEHAL, DIANE	\$63,094.98		\$1,012.63
MIKAELIAN, LOUISE	\$63,547.39		\$686.44
MILLER, MATTHEW	\$13,441.50		\$100.00
MOONEY, DAVID	\$14,785.92		\$100.00
MORETZ, HEATHER	\$32,388.20		\$2,219.97
MULHOLLAND, BEVERLY	\$51,624.04		\$1,733.96
RANDALL, MARY LOU	\$57,105.44		\$3,853.45
RASKIN, SUZANNE	\$13,441.50		\$100.00
ROBERSON, MARJORIE	\$48,716.53		\$4,023.30
ROWAN, JOHN	\$62,466.04		\$4,962.44
RYLKO, W.RUSSELL	\$51,624.04		\$917.30
SANBORN, RONALD	\$12,886.65		\$450.00
SCAFATI, JULIE	\$13,441.50		\$100.00
SCHILL, RUTHANNE	\$62,466.04		\$786.44
SLETZINGER, JUDITH	\$43,522.18		\$569.40
SMITH, AMANDA	\$12,219.57		\$298.13
SMYTHE, SHANNON	\$25,389.50		
SOKOL, KIRSTIN	\$62,466.04		\$1,191.44
SOUZA, PETER	\$56,787.90		\$2,748.04
VONEUW, JAMES	\$62,466.04		\$1,415.74
WATTS, JEANNE	\$56,787.90		\$1,818.04
WEIL, JULIE	\$45,470.17		\$750.47
WILLIAMSON, ROBERT	\$57,199.13		
<i>Title I Staff</i>			
ALDERMAN, PETER	\$39,527.36		\$15,332.34
BURNHAM, DONALD	\$50,093.42		\$9,084.51
KING, ALLISON	\$4,839.87		
LEVY, SUSAN	\$12,917.49		

TOWN OF NATICK
ANNUAL EARNINGS
FOR THE CALENDAR YEAR 2003

	Base Salary	Overtime	Paid Details/ Other
<i>Wilson Middle School</i>			
<i>Student Support</i>			
CAIN, KAREN	\$17,876.04		\$300.00
DILLON, MICHELE	\$17,152.79		\$202.50
FLAHERTY, JOANNE	\$12,555.79		
FONTES, ELAINE	\$17,765.61		
GHODRAT, SEDI	\$9,851.73		
JAMIESON, CATHERINE	\$15,937.73		
PREBENSEN, DEBORAH	\$17,876.04		
ROBBINS, ELIZABETH	\$6,769.17	\$252.00	
TESTA, DAVID	\$16,083.12	\$351.00	
TORRES-MOURSİ, MARIA	\$21,161.10	\$477.00	
ZIRLEN, BARBARA	\$17,876.04		\$2,562.00
<i>Media Specialists</i>			
TAYLOR, ANDREA	\$62,466.04		\$936.44
<i>Medial Assistant</i>			
POLANSKY, ELAINE	\$19,178.94		\$209.11
<i>Building Support</i>			
CONAWAY, CARLTON	\$13,468.71	\$976.50	
<i>Nursing Staff</i>			
FISCHER, ANNE	\$15,728.72		
HERSH, LYNN	\$4,144.10		\$1,294.32
LIMRIC, MARY ANN	\$29,985.08		\$431.44
O'LEARY, JOANNE	\$4,530.12		
<i>Secretarial Staff</i>			
MAILLET, ELLEN	\$18,506.97		
GERSHKOWITZ, BARBARA	\$17,482.08		
ROBIDOUX, PAMELA	\$37,752.00	\$958.32	
<i>Food Service Worker Supervisor</i>			
ZONGHI, MARIE	\$19,757.14	\$322.48	
<i>Food Service Workers</i>			
BOUDREAU, DELPHINE	\$8,663.25		
DRISKO, RITA	\$8,368.96		
JOHNSON, ANNA	\$8,332.18		
LAROSA, BARBARA	\$8,148.50	\$99.21	
ZULLO, MARY	\$4,979.43		
<i>Custodial Staff</i>			
CARRIGG, THOMAS	\$7,777.18	\$108.90	
CHAPSKI, LAWRENCE	\$28,763.40	\$3,671.03	
HALL, RYAN	\$13,196.99	\$1,134.28	
LAROSA, LEONARD	\$32,687.60	\$2,772.37	
LAVEZZO, JAMES	\$37,295.00	\$12,256.58	
Total Wilson Middle School	\$3,316,251.69	\$23,379.67	\$126,928.14

TOWN OF NATICK
ANNUAL EARNINGS
FOR THE CALENDAR YEAR 2003

	Base Salary	Overtime	Paid Details/ Other
<u>Natick High School</u>			
Principal			
HUGHES, JOHN	\$97,755.84		
PARKER, BARRY	\$50,382.02		
Vice Principals			
BERTUCCI, ROSE	\$79,934.92		
GALVIN, ZACHARY	\$59,000.41		\$18,857.17
Director of Athletics			
LAMB, THOMAS	\$74,719.06		\$9,376.00
Director Instructional Technology			
KANE, BARBARA	\$71,542.90		
Director Metco			
PEARSON, ALEXANDRIA	\$55,673.94		
Director Physical Education			
BUSCHENFELDT, KIRK	\$64,184.12		\$5,766.06
Guidance Department Head			
PARSONS, JANICE	\$68,137.08		\$2,995.04
Guidance Counselor			
BOUDREAU, MARGARET	\$62,466.04		\$2,997.54
DALTON-THOMAS, KAREN	\$56,059.62		\$2,281.30
MILLER, RONALD	\$65,589.92		\$7,522.67
PANCHUCK, MICHAEL	\$62,466.04		\$2,402.54
STROTHER, MATTHEW	\$39,565.22		\$8,916.31
Department Heads:			
ASTILL, K. JOHN	\$65,442.20		\$1,250.00
BATES, CARL	\$71,261.06		\$1,724.62
BROWNE, KATHLEEN	\$71,261.08		\$1,303.85
CARNEY, MAUREEN	\$62,459.02		\$343.18
CONNOR, EDWARD	\$59,553.73		\$1,180.00
LANGLEY, DIANNE	\$53,587.03		
SARADNIK, STEPHEN	\$52,132.15		
Planetarium/Science			
JAMESON, EDWARD	\$1,770.00		
Teaching Staff			
ALLISON, EILEEN	\$38,831.00		
ALLISON, ROBERT	\$28,238.36		
ANNIBALLI, ROBERT	\$42,188.32		\$7,150.88
ASH, GERALD	\$51,624.04		\$9,478.39
BARBOSA, PAULA	\$48,940.25		\$472.00
BILLETT, KIMBERLY	\$51,624.04		
BLACKBURN, WINSTON	\$12,219.57		

**TOWN OF NATICK
ANNUAL EARNINGS
FOR THE CALENDAR YEAR 2003**

	Base Salary	Overtime	Paid Details/ Other
<u>Natick High School</u>			
<i>Teaching Staff</i>			
BLOMBERG, MELISSA	\$27,928.96		
BRADFORD, JOEL	\$44,004.29		
BRENNEMAN, MATTHEW	\$23,361.82		\$15,477.96
BURNELL, ALYSE	\$35,300.98		\$647.14
CAHILL, JOHN	\$39,427.15		
CAMIEL, SUSAN	\$62,466.04		\$2,044.00
CARADONNA, MARIE	\$56,787.94		\$754.00
CAULFIELD, MARK	\$23,081.41		\$23.57
CHASE, DEBORAH	\$66,173.91		\$300.00
CHEVERIE, CARYN	\$17,534.79		
CHUTE, MICHAEL	\$12,219.57		
COLLINS, TIMOTHY	\$14,949.72		
CONTURIE, CYNTHIA	\$11,948.00		\$2,133.57
COTTER, RICHARD	\$68,713.06		\$123.57
CROHAN, CYNTHIA	\$44,004.29		\$47.14
CRUMP, MARGARET	\$62,466.04		
DARRAGH, KARI-ANN	\$13,441.50		
DISALVO, HOLLY	\$12,219.57		
DONNELLY, JOANNA	\$35,300.98		\$270.71
DOYLE, JOHN	\$14,332.86		
DOYLE, JOSEPH	\$28,081.44		\$5,258.00
DRISCOLL, DENNIS	\$62,466.04		\$10,889.16
EGY, KATHLEEN	\$33,754.18		\$375.00
GANONG, JOANN	\$62,466.04		\$800.00
GECKLE, RICHARD	\$68,713.06		\$3,776.00
GEOGHEGAN, MARTIN	\$31,405.46		\$400.00
GLOYD, KAREN	\$61,665.00		
GRADY, ELIZABETH	\$62,466.04		\$354.00
HAGEMEISTER, MARGARET	\$62,466.04		\$7,598.00
HANNA, JOSHUA	\$35,300.98		\$7,739.27
HARMON, PAUL	\$12,219.57		
HARRIS, BRUCE	\$56,787.90		\$1,020.00
HAVERSTICK, SUSAN	\$35,300.98		\$1,250.00
HINNENKAMP, DANIEL	\$36,522.91		\$5,000.00
HOPEWELL, CLAUDIA	\$26,844.48		\$139.10
HUGHES, ANNA	\$41,726.08		\$2,143.14
JEKANOSKI, ROBERT	\$59,270.39		\$2,500.00
KARETSKIY, ALEKSANDR	\$51,644.62		
KARNA, ANU	\$41,726.08		\$1,416.00
KIRTON, ALFRED	\$50,093.42		
LABOSSIERE, MARILYN	\$62,465.92		
LAHAR, JOHN	\$29,780.09		\$23.57

TOWN OF NATICK
ANNUAL EARNINGS
FOR THE CALENDAR YEAR 2003

	Base Salary	Overtime	Paid Details/ Other
<u>Natick High School</u>			
<i>Teaching Staff</i>			
LARKIN, VERA	\$62,466.04		\$2,627.00
LEBLANC, PAMELA	\$33,308.17		\$3,776.00
LINSKY, JAMES	\$51,624.04		\$1,416.00
LIPKA BURK, KRISTIE	\$44,004.29		\$2,088.00
MANDELL, ELLEN	\$65,589.94		\$191.14
MAURER, JOANNE	\$56,787.90		\$4,484.57
MAY, ELIZABETH	\$35,300.98		\$944.00
MCDADE, MARIE	\$62,466.04		\$2,583.00
MCLAUGHLIN, MARCELLA	\$62,466.04		\$240.00
MCNALLY, MAUREEN	\$56,059.62		\$708.00
MEI, ROBERT	\$53,411.53		\$2,360.00
MUSANTE, MARNIE	\$48,940.25		\$3,442.00
NAPIER, HELEN	\$13,441.50		\$0.00
O'HEARN, JEANNE	\$46,406.51		\$2,994.00
O'KEEFE, HELEN	\$56,787.90		\$187.50
PATCH, DEBRA	\$44,004.29		\$7,143.00
PERCHESKI, JOANNE	\$59,270.39		\$1,030.00
PLACHY, LINDA	\$51,624.04		\$1,416.00
PLUMER, ELIZABETH	\$16,264.35		\$75.00
RUGGABER, ALESE	\$56,787.90		\$944.00
SARACENO, SUSAN	\$28,238.36		
SCOTT, DOUGLAS	\$13,441.50		
SIMMS, JANICE	\$62,466.04		\$540.00
SMITH, ANSON	\$38,831.00		\$2,678.00
STEVENS, NATASHA	\$46,949.59		\$2,360.00
TADDEO, ARTHUR	\$62,122.82		\$10,569.00
TAVARES, KELLY	\$38,403.92		\$830.09
TIGGES, DOMENICA	\$14,332.86		\$205.56
TRUBIANO, DENISE	\$35,300.98		\$4,113.00
WALLESTON, LARA	\$648.00		
WALLMAN, ELIZABETH	\$26,776.36		\$2,452.00
WARD, ELIZABETH	\$38,575.86		\$23.57
WARD, JENNIFER	\$40,401.46		\$8,999.61
WEBB, JENNIFER	\$39,565.22		\$1,597.14
WEBER, LINDA	\$62,466.04		\$987.50
WOLFE, MARY ELLEN	\$33,121.27		
WONG, JULIE	\$35,300.98		
<i>Student Support</i>			
GRUNES, ELISSA	\$18,257.23		\$1,360.00
HERNANDEZ, STEPHEN	\$18,169.10		
HEYDE, MICHELE	\$18,656.13		\$350.00
LOCHIATTO, LORNA	\$19,658.30		\$140.00

TOWN OF NATICK
ANNUAL EARNINGS
FOR THE CALENDAR YEAR 2003

	Base Salary	Overtime	Paid Details/ Other
<i>Natick High School</i>			
<i>Teaching Staff</i>			
MARCUS, JOLENE	\$18,217.23		
MORAN, MARGARET	\$17,418.46	\$1,313.32	
NAVARRO, NANCY	\$18,564.69		
PISANO, CAROL	\$19,483.98		
POWELL, RICHARD	\$18,217.23		
ROGERS, MATTHEW	\$6,657.30		
SINCLAIR, CHAD	\$4,902.59		\$616.86
TRAYERS, LISA	\$18,111.73		
TUDRICK, BONNIE	\$23,571.91		
YAGER, JONNA	\$11,117.70		
<i>Media Specialists</i>			
CONNOLLY, JANE	\$62,466.04		
<i>Media Assistants</i>			
MERULLO, NANCY	\$21,805.18		
SALVI, JUDITH	\$21,805.18		
<i>Substitute Teacher Long Term</i>			
DOUROS, HOLLY	\$2,187.76		
<i>Building Support</i>			
D'ANTONIO, JUDITH	\$22,471.21		\$3,068.00
PRESUTTI, WILLIAM	\$25,454.94		\$4,262.00
<i>Early Childhood Instructor</i>			
PIERCE, ERICA-LEE	\$3,319.92		
<i>Network Manager</i>			
KANE, JONATHAN	\$50,923.08		\$90.00
<i>Technology Support Coordinator</i>			
O'BRIEN, MICHAEL	\$37,080.17		\$570.00
<i>Technician</i>			
BECKWITH, TODD	\$23,690.16		
<i>Academic Liaison</i>			
STANLEY, CHERYL	\$21,161.07		
<i>Nurse Department Head</i>			
LEVINE, KAREN	\$39,690.64		\$1,030.87
<i>Nurse</i>			
VERMOUTH, MARY	\$13,590.36		
<i>Secretarial Staff</i>			
BLEAKNEY-HICKS, YVONNE	\$27,457.92		\$1,595.70
CACCAVELLI, ROBIN	\$21,371.53		\$4,912.00
DIRIENZO, SUZANNE	\$37,902.00		\$365.00
JOHNSON, MARY	\$29,272.32		\$275.00
MAURO, JANET	\$35,512.00		
SANDOW, JOANNE	\$35,512.00	\$163.44	
SCHNEEKLOTH, MARY	\$37,952.00	\$348.48	

TOWN OF NATICK
ANNUAL EARNINGS
FOR THE CALENDAR YEAR 2003

	Base Salary	Overtime	Paid Details/ Other
<i>Natick High School</i>			
<i>Secretarial Staff</i>			
SLATTERY, DONNA	\$32,023.68		\$127.40
SPENCER, LISA	\$29,419.20		
VANTASSEL, ALVA	\$37,852.00	\$638.88	
<i>Food Service Worker Manager</i>			
JENCUNAS, ANN	\$23,468.03	\$1,983.37	
<i>Food Service Worker Bakers</i>			
DAIGLE, LAURIE	\$15,728.48	\$118.16	
KERN, VANESSA	\$16,074.10	\$522.03	
MARSO, KAREN	\$15,982.97	\$213.76	
<i>Food Service Workers</i>			
ARTHUR, AUDREY	\$9,876.50	\$72.15	
CARTER, SANDRA	\$15,956.28	\$765.68	
FOURNIER, GERALDINE	\$5,751.05	\$8.05	
LUDWIG, KATHLEEN	\$1,637.10		
MAUDE, EMILY	\$6,482.75		
SLAUTA, MARTHA	\$7,445.93	\$7.40	
STICKA, KAREN	\$6,417.50		
SUTHERLAND, JOSEPHINE	\$15,002.06	\$1,193.02	
<i>Custodial Staff</i>			
ASSENCOA, WALTER	\$33,207.60	\$4,430.51	
COOPER, RICHARD	\$36,986.60	\$1,889.49	
FAMANIA, GILBERTO	\$28,024.30	\$2,445.24	
GILBERT, CHRIS	\$31,940.00	\$8,256.52	
HARRIS, ROBERT	\$33,019.20	\$4,417.77	
HENDERSON, PETER	\$40,233.00	\$2,350.55	
LUBINSKI, ROBERT	\$32,390.00	\$9,461.83	
MORAN, JOHN	\$35,315.60	\$5,287.57	
RAMALHO, JOHN	\$32,390.00	\$5,174.80	
RODRIGUES, DAVID	\$4,142.60		
RYAN, JOHN	\$29,500.03	\$434.64	
VALLE, ROBERT	\$41,116.00	\$25,986.55	
ZICKO, JOHN	\$33,890.00	\$48.88	
<i>Maintenance Staff</i>			
GRAHAM, JAMES	\$39,505.00	\$626.88	
LALIBERTE, YVES	\$39,405.00	\$1,392.69	
MANN, ARTHUR	\$39,405.00	\$42.64	
WEBB, JAMES	\$39,505.00	\$555.64	
Total Natick High School	\$6,522,114.18	\$80,149.94	\$249,287.96

**TOWN OF NATICK
ANNUAL EARNINGS
FOR THE CALENDAR YEAR 2003**

	Base Salry	Overtime	Paid Details/ Other
<u>Curriculum Specialists</u>			
<i>Coordinators</i>			
KEOUGH, DIANNE	\$68,713.06		\$1,846.39
SLAVIK, CHRISTY	\$23,785.29		\$900.00
<i>Teaching Staff</i>			
BRINK, REBECCA	\$30,766.10		\$100.00
DOWLING, EMILY	\$65,589.94		\$810.00
EMMANOUILIDIS, SUSAN	\$12,562.15		
FURST, KATHARINE	\$56,787.90		\$1,080.00
HORTON, ANN	\$51,624.04		\$400.00
HUGHES, VALERIE	\$51,624.04		
INSALACO, ANNE-MARIE	\$56,787.90		\$360.00
JODICE, MARK	\$51,624.04		
KILEY, TODD	\$44,004.29		\$3,605.00
MCCABE, DONNA	\$51,624.04		
MC GEE, GERALD	\$3,931.47		
O'BRIEN-SMITH, LISA	\$39,565.22		\$450.00
PEELLE, JILL	\$35,300.98		\$60.00
PESTANA, LAURA	\$51,624.04		\$23.57
RODLIFF, KATIE	\$13,848.88		
RYAN, KATHLEEN	\$65,589.94		\$1,654.70
SERGI, JOAN	\$49,972.78		\$550.00
VANTASSEL, NANCY	\$62,466.04		
WEAVER, JANE	\$14,785.92		
WHEELER, LAURA	\$42,188.32		
Total Curriculum Specialists	\$944,766.38	\$0.00	\$11,839.66
<u>Pupil Prsonnel Services</u>			
<i>Department Head</i>			
BELL, WILLIAM	\$68,136.90		\$4,691.38
<i>Evaluation Teach Chairpersons:</i>			
CAPUTO, JENNIFER	\$30,085.91		\$320.00
COHEN, DEBRA	\$15,940.71		\$373.03
CORSCADDEN, HELEN	\$65,589.94		\$360.38
KROL, DEBORAH	\$51,624.04		\$737.30
<i>North Stat Program</i>			
LAUZON, JOHN	\$68,136.90		\$1,670.33
<i>School Psychologists:</i>			
CYMROT, DONNA	\$62,466.04		
JACOB, AMELIA	\$6,549.12		\$120.00

**TOWN OF NATICK
ANNUAL EARNINGS
FOR THE CALENDAR YEAR 2003**

	Base Salry	Overtime	Paid Details/ Other
<i>Pupil Prsnnel Services</i>			
<i>School Psychologists:</i>			
MALY, KATHERINE	\$37,479.52		
PATRICK, STEPHANIE	\$36,433.04		
POMPER, TERRY	\$29,863.64		
RAMIREZ-PLATT, CHRISTIN	\$20,118.15		\$439.34
ROSENBERG, MARILYN	\$37,479.52		\$120.18
SCHAEFFER, JANET	\$37,479.52		\$0.00
TOBIN-COOK, LISA	\$43,522.18		\$300.00
VODVARKA, JANET	\$32,599.13		\$2,391.84
<i>Social Workers</i>			
BEARMAN, BRETT	\$40,148.82		\$3,300.40
CUSTER, DEAN	\$48,940.25		\$8,250.41
LEVIN, ANDREA	\$51,644.62		\$7,088.25
MOLLOY, ELISE	\$7,392.96		\$1,273.51
NICHOLS, NANCY	\$62,466.04		\$443.22
ZIEGLER, ANNETTE	\$53,882.70		\$150.00
<i>Speical Needs Coordinator</i>			
KLASNICK, STACEY	\$64,183.86		\$6,000.00
<i>Special Needs Teaching Staff:</i>			
ANDERSEN, JEANNE	\$66,502.23		\$5,150.32
ANDERSON, ANN	\$57,416.84		\$675.00
BELL, CAROLE	\$22,212.98		\$1,965.05
BORGER, JULIA	\$13,441.50		\$120.00
BRENNEMAN, THOMAS	\$62,466.04		\$7,157.19
BRESNICK, DONNA	\$62,466.04		
BROWN, LOIS	\$60,455.69		\$440.00
CAREY, MARY	\$62,466.04		\$1,652.00
CHAMBERLAIN, BRIAN	\$13,441.50		\$5,432.00
CHIN, PAULA	\$62,466.04		\$30.00
CHRISTMAS, MELISSA	\$7,467.00		
COHEN, ALICIA	\$51,644.62		\$1,068.33
COTTON, KENNETH	\$1,396.55		
CRAWFORD, DARLENE	\$56,059.62		\$200.00
CROSS, HEATHER	\$17,534.79		\$120.00
CUIFFO, MILLY	\$65,589.94		
DA LAN, GINA	\$44,004.29		\$1,803.30
DANIELSON, ANN	\$34,072.74		
DELUCA, GINA	\$12,219.57		\$220.00
DICKERSON, JOEL	\$1,982.00		
DONAHUE, ELLEN	\$62,466.04		\$160.00
EPPSTEINER, ELIZABETH	\$50,093.42		
FENNELLY, KAREN	\$60,455.69		\$759.78
FRANCIOSE, JAMES	\$53,882.70		\$120.00

TOWN OF NATICK
ANNUAL EARNINGS
FOR THE CALENDAR YEAR 2003

	Base Salary	Overtime	Paid Details/ Other
<i>Pupil Personnel Services</i>			
<i>Special Needs Teaching Staff:</i>			
FRISWELL, SHEILA	\$54,960.74		
GAFUR, MARK	\$15,115.14		\$220.00
GATTI, LYNETTE	\$44,004.29		\$520.00
GENTILE, KATIE	\$39,565.22		\$6,209.32
GREELEY, HELEN	\$46,406.51		\$1,775.75
GROSS GOODMAN, ADENE	\$566.40		
HARKINS, EDYTHE	\$38,831.00		\$450.00
HART, KATHLEEN	\$41,536.95		\$6,980.99
HILL, JAMES	\$62,466.04		\$3,540.00
HOLMES, DIANE	\$51,624.04		\$1,137.30
KELLEY, JEAN	\$62,466.04		
KHALSA, AVTAR	\$13,143.04		\$2,347.01
KINKEAD, MARYBETH	\$9,261.72		
KUHLMAN-HUSSEY, DEBORAH	\$49,114.73		
KUHN, ANDREW	\$10,473.92		\$1,939.62
LAMBERT, KIMBERLY	\$44,004.29		\$200.00
LINTON, BRIAN	\$35,300.98		\$2,996.00
MAGUIRE, CHARLES	\$27,928.96		
MALAGODI, NICOLE	\$13,441.50		
MCCARTHY, JANE	\$18,523.35		\$1,344.00
MCFARLAND, JOSEPH	\$46,406.51		
MIKAELIAN, NEVART	\$14,949.72		\$357.30
MILCH, KAREN	\$36,970.67		\$3,660.36
MORTARELLI, MARK	\$37,257.13		\$9,995.28
NICHOLSON, STEFANIE	\$30,227.93		
PIERCE, KATHY	\$39,565.22		
PITTMAN, SUSAN	\$13,441.50		
PRICE, CLAUDIA	\$34,072.74		
QUEENIN, CAITLYN	\$13,441.50		\$120.00
ROBLIN, RUTH	\$18,565.36		
ROSSI, JENNIFER	\$38,831.00		\$70.71
SALTZBERG, MARILYN	\$56,787.90		\$382.02
SCAGLIARINI, CARIE	\$24,649.63		\$4,076.30
SCAMPINI, ROSE	\$53,882.70		\$688.04
SCHNEEKLOTH, REBECCA	\$4,777.62		\$1,478.35
SMARDON, JENNIFER	\$13,441.50		\$220.00
SZOLOMAYER, CHERYL	\$35,300.98		\$0.00
THOMPSON, BERNICE	\$13,441.50		\$120.00
WEBB, MAUREEN	\$62,466.04		\$0.00
WEBSTER, PRISCILLA	\$33,092.54		\$0.00
WELCH, KERRY	\$13,348.42		\$0.00
WHITE, JENNIFER	\$13,441.50		\$220.00

TOWN OF NATICK
ANNUAL EARNINGS
FOR THE CALENDAR YEAR 2003

	Base Salry	Overtime	Paid Details/ Other
<u>Pupil Prsnnel Services</u>			
<i>Speech Therapist</i>			
BIRD, LYNN	\$65,589.94		\$100.00
BRUNDIGE, SARAH	\$14,785.92		
COLONNA, SAPNA	\$14,785.92		\$2,360.00
FREEDMAN, HARRIET	\$8,168.67		
HILLEY, MICHELE	\$45,898.21		\$407.57
LEVIN, JUDITH	\$51,624.10		\$1,080.00
PARKER, JENNIFER	\$37,479.52		\$85.08
RONAN, GAIL	\$62,466.04		
SHIPOS, KATHLEEN	\$24,893.63		\$192.68
STEIGER, HOLLY	\$12,562.15		\$0.00
STEPHENS, BROOKE	\$27,928.96		\$320.00

Total Pupil Personnel Services	\$3,667,644.91	\$0.00	\$120,696.22
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Title I

	<i>Teachers</i>	
TRACY, TERRY	\$16,447.38	
WHEALAN, JAMES	\$2,620.58	

Total Title I	\$19,067.96	\$0.00	\$0.00
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Long Term Substitutes

<i>Permenant Substitute Teaching Staff</i>		
COOPER, LINDA	\$14,784.00	
EVANS, MICHELLE	\$5,060.00	
JOHNSTON, JENNIFER	\$10,566.00	
MURPHY, JULIET	\$10,832.00	
O'LEARY, DANIEL	\$20,154.50	
POGARIAN, SHEILA	\$5,776.00	
STEWART, LEOLA	\$16,460.78	

<i>Long Term Kindergarten Staff</i>		
ANDERSON, CAROL	\$23,056.00	
BELSLEY, KAREN	\$8,908.00	
COLLINS, DEBORAH	\$23,056.00	
CURRIER, RAINELLE	\$13,886.00	
FRANCESCONI, JULIE	\$11,882.25	
FRUTKOFF, CAROL	\$22,728.50	
GEORGE, LELANA	\$4,126.50	
JARBOE, SUSAN	\$6,419.00	
KAMINSKY, SUSAN	\$22,728.50	
MCCALL, KATHLEEN	\$22,663.00	

TOWN OF NATICK
ANNUAL EARNINGS
FOR THE CALENDAR YEAR 2003

	Base Salary	Overtime	Paid Details/ Other
<u>Long Term Substitutes</u>			
<i>Long Term Kindergarten Staff</i>			
MERRIFIELD, ALISA	\$22,925.00		
PATEL, SHILPA	\$23,056.00		
<i>Long Term Teaching Staff</i>			
BERRY, VICKIE	\$6,419.00		
BOMBARDIERI, HEATHER	\$8,384.00		
BOTTIGLIERI, MARINA	\$17,179.00		
DAVIS, LAURIE	\$14,719.00		
DUBOURDIEU, DEBORAH	\$10,938.50		
GREEN, MOLLY	\$6,484.50		
METZNER, LAUREN	\$7,991.00		
PACIONE, MARY	\$5,181.00		
RIGGLE, KRISTEN	\$8,777.00		
SHUGRUE, KELLE	\$1,179.00		
<i>Tutors Kindergarten</i>			
AILINGER, ELIZABETH	\$1,659.08		
WINNICK, AMY	\$17,531.10		
Total Long Term Substitutes	\$395,510.21	\$0.00	\$0.00
<u>All Other Personnel</u>			
<i>Adult Education Instructor</i>			
BRADY, BEVERLY	\$600.00		
BURKE, DORIS	\$170.00		
KHALSA, HARBHAJAN	\$500.00		
ROGERS, LAURENCE	\$160.00		
<i>Behaviorial Assistant</i>			
HART, JENNIFER	\$10,290.00		
OLSON, ASTRA LAURIS	\$17,767.50		
<i>Certified Licenses Assistant</i>			
CONNELLY, LAUREN	\$9,325.12		
<i>Secretarial Support</i>			
ASH, STELLA	\$1,563.32		
ELLIS, CHRISTINE	\$220.00		
FISHER, SHEILA	\$918.84		
FLETCHER, CAROLE	\$104.16		
HALL, JANICE	\$4,140.40		
HILLS, ROSEMARY	\$130.29		
HOOLEY, NANCY	\$857.48		
MAHONEY, BARBARA	\$2,358.48		
MOORES, CAROL	\$11,854.50		
O'REILLY, LINDA	\$555.50		
SCANNELL, VIRGINIA	\$111.60		

TOWN OF NATICK
ANNUAL EARNINGS
FOR THE CALENDAR YEAR 2003

	Base Salary	Overtime	Paid Details/ Other
<i>All Other Personnel</i>			
<i>Secretarial Support</i>			
SCURLOCK, PATRICIA	\$3,017.50		
SHRESTHA, SAVITA	\$1,534.50		
<i>Children First Data Entry Clerks</i>			
BLOOD, LINDA	\$1,383.84		
DONAHUE, CAROLINE	\$3,541.44		
MATTER, RENEE	\$3,942.30		
WIRKALA, JENNIFER	\$2,210.78		
<i>Coaching Staff</i>			
BRACKETT, KENNETH	\$9,223.50		
BROWN, JOHN	\$11,252.12		
BRUNO, FRANCO	\$5,311.00		
CHAISSON, DANIELLE	\$5,258.00		
DONNELLY, SARAH	\$4,484.00		
DUTTON, JENNIFER	\$3,641.00		
GREIN, JAMES	\$3,605.00		
HAMEL, DAVID	\$3,470.72		
HARRIS, CHRISTINA	\$3,605.00		
HENDERSON, JESSICA	\$3,215.52		
KAPLAN, TODD	\$2,552.00		
LOMBARDI, DAVID	\$5,130.00		
LUSSIER, DANIEL	\$200.00		
MCCARTHY, MICHAEL	\$1,094.00		
O'BRIEN, LYNNE	\$2,552.00		
PAPADELLIS, LOUIS	\$5,311.00		
POWER, PAUL	\$7,192.40		
ROGERS, GREGORY	\$4,326.00		
SLATTERY, RICHARD	\$1,094.00		
SMITH, ANDREA	\$2,578.00		
STANLEY, KENNETH	\$3,605.00		
TULLGREN III, DAVID	\$5,678.64		
WHITFIELD, WILLIAM	\$3,605.00		
WINSTON, STANLEY	\$396.00		\$2,909.28
<i>Detention Supervisor</i>			
DEELEY, EDWARD	\$6,490.51		
HERNANDEZ, SUSAN	\$1,827.62		
<i>Accompanists</i>			
RAITHEL, JANE	\$1,797.83		
<i>Instrumental Music Instructor</i>			
ALDRICH, FREDERICK	\$2,227.50		
ANNECCHINO, LOUIS	\$7,814.00		
CAGNON, ROGER	\$5,214.50		
CASANO, JOSEPH	\$6,839.50		

TOWN OF NATICK
ANNUAL EARNINGS
FOR THE CALENDAR YEAR 2003

	Base Salary	Overtime	Paid Details/ Other
<i>All Other Personnel</i>			
<i>Instrumental Music Instructor</i>			
CASANO, MICHAEL	\$7,624.00		
FRYE, MICHELE	\$3,690.00		
KAYE, RONALD	\$6,350.00		
PEELLE, JONATHAN	\$1,440.00		
SAVLUK, GARRET	\$8,801.50		
SILVERSTEIN, STEVEN	\$8,653.00		
TARANTO, RAMON	\$19,943.00		
TOKARCZYK, WALTER	\$144.00		
URBANI, ANGELO	\$15,956.00		
<i>Student Support</i>			
BELL, ANDREW	\$9,450.28		
CARLI, MARISSA	\$9,917.25		\$180.00
CASEY, MATTHEW	\$10,442.37		
COLBY, SUSAN	\$9,554.00		
CORAZZINI, ANNE	\$18,026.04		
FASS, LISA	\$10,640.50		
KACAVICH, KEVIN	\$10,385.00		
MERULLO, ELIZABETH	\$3,000.00		
MINIHAN JR, JOSEPH	\$6,895.73		
MURPHY, DENNIS	\$8,421.20		\$537.71
SMITH, EDWARD	\$17,961.73		\$4,902.80
THOMPSON, LESLIE	\$9,744.26		\$360.00
WHITE, JASON	\$10,385.00		
<i>Substitute Coordinator</i>			
BARBATO, GAIL	\$6,109.00		
<i>Substitute Teaching Staff</i>			
AZANOW, LINDA	\$380.00		
BLAIS, TIFFANY	\$144.00		
BLUM, ANDREW	\$2,566.00		
BLUM, NANCY	\$8,457.00		
BRESNICK, STEPHEN	\$2,272.00		
BRODY, KAREN	\$8,037.00		
BROWNE, JULIE	\$216.00		
BROWN, PATRICK	\$5,754.00		
BURNHAM, MEAGHAN	\$2,294.00		
BUSCHENFELDT, DAVID	\$1,018.00		
BUSCHENFELDT, MARK	\$2,075.00		
BUTLAND, VICTORIA	\$288.00		
CARTY, MARY	\$5,155.00		
CHASE, ANNA	\$792.00		
CLEARY, JOSEPH	\$720.00		
COHEN, PAULA	\$2,132.00		

TOWN OF NATICK
ANNUAL EARNINGS
FOR THE CALENDAR YEAR 2003

	Base Salary	Overtime	Paid Details/ Other
<u>All Other Personnel</u>			
<i>Substitute Teaching Staff</i>			
COLELLA, ANDREW	\$72.00		
CONNOLLY, MATTHEW	\$1,908.00		
CUNNIFF, MARY	\$216.00		
CUNNIFF, MOLLIANNE	\$576.00		
DANNIN, JENNIFER	\$72.00		
DELORIE, ELEANOR	\$720.00		
DILLAWAY, SARAH	\$11,880.50		
DOPFEL, DEVON	\$288.00		
DOYLE, JOHN	\$360.00		
EBELING, ALLAN	\$4,008.00		
ENGLE, ADAM	\$2,146.00		
FARQUHARSON, Nanci	\$3,827.00		
FERRARA, VINCENT	\$1,008.00		
GENOVESE, CLELIA	\$2,788.00		
GHILANI, ROBERT	\$328.00		
GOLDBERG, LEE	\$216.00		
GOLDIE, ERICA	\$288.00		
GOLLUB, PETER	\$144.00		
GOYETTE, SANDRA	\$3,019.00		
GRADY, JESSICA	\$144.00		
GRADY, SHAWN	\$6,846.00		
GRAHAM, MELISSA	\$1,432.00		
GUEN, CHRISTOPHER	\$1,640.00		
HARDING, LINDA	\$2,065.00		
HARRIS, DONALD	\$576.00		
HEPP, RUTH	\$2,493.00		
HERTZBERG, MARTHA	\$144.00		
HOLZHEIMER, HEATHER	\$164.00		
JOHNSON, ELIZABETH	\$612.00		
JORDAN, NINA	\$648.00		
KAMARIC, MIRNA	\$246.00		
KATTANY, CAITLIN	\$3,659.90		
KEATS, ALICIA	\$13,853.25		
KENNEDY, LINDA	\$288.00		
KEOHANE, JEANNIE	\$2,697.50		
KOLTOV, JENNIFER	\$864.00		
KUTOK, DEBRA	\$834.00		
LACOUTURE, CHRISTINE	\$360.00		
LEVESQUE, COLIN	\$720.00		
LEVY, WALTER	\$1,066.00		
LEWIS, MICHAEL	\$1,008.00		
LOIACONO, JONATHAN	\$7,074.00		

TOWN OF NATICK
ANNUAL EARNINGS
FOR THE CALENDAR YEAR 2003

	Base Salary	Overtime	Paid Details/ Other
<i>All Other Personnel</i>			
<i>Substitute Teaching Staff</i>			
LOVE, JENNIFER	\$216.00		
MACISAAC, DANIEL	\$1,620.00		
MACONE, JONATHAN	\$1,530.00		
MADDEN, EDWARD	\$72.00		
MAGARIE, BARBARA	\$882.00		
MAHONEY, ROSEMARY	\$6,505.00		
MCGEE, BEVERLY	\$3,962.00		\$3,641.00
MCKENNA, AMANDA	\$72.00		
MCQUILLAN, VALERIE	\$154.00		
MCSHANE, VICTORIA	\$6,504.00		
MEI, JULIE	\$648.00		\$2,552.00
MERSON, JAN	\$19,302.00		
MINSHULL, ROBERT	\$1,736.00		
MODRI, RYAN	\$72.00		
MOSHKOVITZ, STEPHEN	\$144.00		
MUEHLEISEN, NATHAN	\$7,205.00		
MURPHY, LAURA	\$72.00		
NIETO CANO, JORGE	\$864.00		
NISHANIAN, NANCY	\$259.20		
O'CONNOR, DIANNE	\$3,608.00		
O'CONNOR, REBECCA	\$1,440.00		
O'CONNOR, SEAN	\$792.00		
O'NEIL, MARY	\$2,460.00		
PANDIL, CHARLES	\$1,440.00		
PARSONS, THOMAS	\$288.00		
PASHO, JAMIE	\$360.00		
PESKIN, PHYLLIS	\$4,607.00		
PETTEPIT, ANN	\$1,944.00		
POWNELL, GREGORY	\$214.50		
QUIGLEY, RYAN	\$360.00		
RESTIVO, MARIA	\$5,405.00		
RILEY, PATRICIA	\$4,873.00		
ROY CHOWDHURY, SABORNA	\$288.00		
SALTZBERG, STEPHANIE	\$96.00		
SCIOLI, FELICE	\$5,026.00		
SELAME, BARBARA	\$144.00		
SHEPARD, COLLEEN	\$1,284.00		
SIMMS, BRENDAN	\$792.00		
SLEEPER, THOMAS	\$3,608.00		\$2,254.00
SPIELMAN, GERALD	\$288.00		
STAREK, JENNIFER	\$144.00		
STECKLOFF, JENNIFER	\$288.00		

TOWN OF NATICK
ANNUAL EARNINGS
FOR THE CALENDAR YEAR 2003

	Base Salary	Overtime	Paid Details/ Other
<i>All Other Personnel</i>			
<i>Substitute Teaching Staff</i>			
STOLLER, KATHLEEN	\$2,156.00		
STRUENSE, STEPHANIE	\$675.60		
SUGRUE, MARIA	\$2,974.00		
TAMULEVIZ, JOSEPHINE	\$6,204.00		
TESTA, DONNA	\$1,506.00		
THOMAS, JANE	\$2,594.00		
TREDWAY, PATRICIA	\$2,706.00		
VANDORAN, KAREN	\$792.00		
VANTASSEL, JULIE	\$144.00		
WHITE, RUTH	\$984.00		
WILGOREN, STACEY	\$144.00		
WISHEART, MARIANNE	\$2,010.00		
WOLPE, LAWRENCE	\$15,713.00		
ZITRON, ERICA	\$360.00		
<i>Substitute Teacher Assistant</i>			
AHERN, JOAN	\$1,133.00		
BALK, LAUREN	\$1,411.20		
CLOVER, BRENDA	\$576.00		
CULKIN, CONSTANCE	\$2,938.68		
DREYER, DEBRA	\$288.00		
MAKRANSKY, BARBARA	\$324.00		
PACHECO, MARIA	\$2,462.40		
ROWAN, KRISTEN	\$7,608.90		
TOWNE, DENISE	\$8,057.32		
<i>Summer School Staff</i>			
BRADWAY, CHELSEA	2240		
BROWN, CAROLYN	\$918.00		
FAMIGLIETTI, SHAWN	\$2,178.13		
RICH, WILLIAM	\$2,625.00		
SALSICH, ANNE	\$918.00		
SEGI-GOTT, NANCY	\$2,160.00		
STEIN, WENDY	\$1,800.00		
<i>Tutors Homebound</i>			
BURNS, ROBERTA	\$1,176.00		
CRAWFORD, DANIEL	\$1,320.00		
PACKER, MARJORIE	\$1,176.00		
SANTUCCI, KIMBERLY	\$96.00		
WEINERT, FRANK	\$3,168.00		
<i>Maintenance - Summer Help</i>			
BOUDREAU, KYLE	\$2,540.66		
COPPELLOTTI, FELICE	\$1,738.80		
CRANDALL, ARTHUR	\$2,848.40		

TOWN OF NATICK
ANNUAL EARNINGS
FOR THE CALENDAR YEAR 2003

	Base Salary	Overtime	Paid Details/ Other
<i>All Other Personnel</i>			
<i>Maintenance - Summer Help</i>			
CROWLEY, RYAN	\$2,122.50		
D'AGOSTINO, MARK	\$3,128.57		
D'AGOSTINO, PETER	\$4,264.89		
HLADICK, SEAN	\$3,236.20		
HUGHES, KEVIN	\$3,133.79		
KELLETT, ANDREW	\$4,058.69		
MONTAGNA, ELEANOR	\$254.52		
NELSON, DAVID	\$1,838.09		
NELSON, TIMOTHY	\$2,990.61		
RAMOS, GWENDOLYN	\$2,551.25		
STICKA, WILLIAM	\$1,972.53		
WHITE, RYAN	\$2,613.38		
<i>Cafeteria Monitors</i>			
IKEN, DEBORAH	\$38.44		
<i>Food Service Workers</i>			
DUNNE, PATRICE	\$3,890.93	\$8.27	
FANGEL, JUNE	\$2,331.91		
HEAFEY, DIANE	\$789.49		
JELFS, CAROLYN	\$2,893.83		
JONES, MARGARET	\$4,187.88		
LENTINI, ELIZABETH	\$2,857.41		
LEVENSON, AMY	\$291.20		
SHAHVARI, JOANNE	\$1,587.97		
TRABUCCO, CARRIE	\$36.40		
WATERS, DEBORAH	\$4,202.97		
<i>Substitute Nurses</i>			
CHENEY, RUTH	\$1,312.00		
FITZGERALD, ANNE	\$26,449.68		
HIGASHI, ELENA	\$144.00		
KACIAN, PATRICIA	\$1,558.00		
PERISTERE, SUSAN	\$24,997.45		
RIVARD-GARVEY, MARTHA	\$1,627.20		
SCANLON, MARY	\$820.00		
SCHY, SUSAN	\$9,720.47		\$1,620.16
SHRAKE, SUSAN	\$4,677.10		\$364.58
TEXEIRA, PATRICIA	\$72.00		
WILLIAMS, JANE	\$533.00		
<hr/>			
Total All Other Personnel	\$856,400.06	\$8.27	\$19,321.53

TOWN OF NATICK
ANNUAL EARNINGS
FOR THE CALENDAR YEAR 2003

	Base Salary	Overtime	Paid Details/ Other
<u>Water and Sewer Enterprise</u>			
<u>Utility Billing</u>			
Executive Assistant			
KELLEY, ELIZABETH	\$39,704.00	\$2,453.64	
Department Assistant			
WURTH, CAROL	\$35,412.00	\$912.54	
Total Utility Billing	\$75,116.00	\$3,366.18	\$0.00
<u>Sewer Division</u>			
Divison Supervisor			
PERODEAU, JOHN	\$76,915.34		
Working Foreman			
FOSBERG, CHARLES	\$41,370.04	\$10,661.01	
GARVEY, JAMES	\$41,716.80	\$6,561.18	
PERODEAU, RICHARD	\$42,796.12	\$10,162.19	
Water Treatment Plant Night Operator			
SLAMIN, JOHN	\$44,120.00	\$7,989.48	
Pumping Station Leadman			
AIELLO, WILLIAM	\$41,995.50	\$4,946.77	
Pumping Stating Operator			
HEFFLER, STEVEN	\$38,210.08	\$12,022.24	
PARKER, RONALD	\$40,511.60	\$5,065.68	
Craftsman/Heavy Equipment Operator			
HALFREY, ALAN	\$39,719.40	\$10,223.91	
Heavy Equipment Operator			
MCDANIEL, MICHAEL	\$38,962.40	\$14,154.22	
Skilled Laborer			
MCGEEVER, MICHAEL	\$33,152.33	\$6,345.19	
Department Support Staff			
PLAISTED, PHILIP	\$43,864.17		
Total Sewer Division	\$523,333.78	\$88,131.87	\$0.00
<u>Water Division</u>			
GIS/Technology Coordinator			
COMEAU, ANTHONY	\$70,594.64		
CADD/GIS Technician			
HENDERSON, ERIK	\$50,275.02		
General Foreman			
BURKE, EDWARD	\$47,417.00	\$8,252.73	

TOWN OF NATICK
ANNUAL EARNINGS
FOR THE CALENDAR YEAR 2003

		Base Salary	Overtime	Paid Details/ Other
<u>Water Division</u>				
	<i>Meter Mechanic</i>			
MOODY, JOHN		\$41,310.84	\$7,576.52	
	<i>Meter Reader</i>			
SULLIVAN, DENNIS		\$37,795.06	\$2,125.57	
	<i>Craftsman/Heavy Equipment Operator</i>			
GRAHAM, DAVID		\$38,956.80	\$8,436.25	
	<i>Heavy Equipment Operator</i>			
CHRISTENSEN, SCOTT		\$38,695.00	\$5,466.27	
SPURLING, SCOTT		\$43,425.20	\$11,811.86	
	<i>Pumping Station Operator</i>			
ASH, WILLIAM		\$24,512.50	\$5,717.53	
	<i>Craftsman</i>			
MAHONEY, THOMAS		\$39,249.40	\$9,074.46	
	<i>Skilled Operator</i>			
DOLLAWAY, JEFFREY		\$36,837.00	\$6,956.84	
DREW, ALEX		\$33,159.65	\$9,099.85	
HUTCHINSON, DONALD		\$36,345.80	\$4,529.73	
	<i>Part Time Laborers</i>			
CONNELLY, BRAD		\$5,421.68		
HENDRY, JAMIE		\$5,055.05		
PERODEAU, JOHN		\$6,129.19		
TIGHE, DANIEL		\$5,915.91	\$283.14	
Total Water Division		\$561,095.74	\$79,330.75	\$0.00

TOWN OF NATICK
Summary of Annual Earnings by Agency
FOR THE CALENDAR YEAR 2003

Agency	Base Salary	Overtime	Paid Details/ Other Pay
General Government	\$2,379,354.58	\$39,872.46	\$0.00
Public Works	\$2,515,719.89	\$453,053.55	\$0.00
Fire Department	\$4,616,251.32	\$543,977.93	\$95,483.69
Police Department	\$3,964,843.73	\$415,649.85	\$389,669.88
Board of Health	\$280,456.40	\$83.55	\$878.58
Morse Library	\$1,064,626.71	\$26,520.33	\$2,552.00
Bacon Free Library	\$53,456.97	\$362.49	\$5,880.11
Parks & Recreation	\$918,173.43	\$2,704.03	\$13,755.90
Human Services	\$59,861.06	\$0.00	\$0.00
Non Contributory Pensioners	\$215,460.66	\$0.00	\$0.00
Contributory Retirement System	\$106,747.57	\$0.00	\$0.00
Total Municipal Departments	\$16,174,952.32	\$1,482,224.19	\$508,220.16
Natick Public Schools			
Central Administration	\$1,309,797.02	\$1,466.95	\$6,237.60
Aster School Alternative Program	\$107,030.89	\$133.67	\$0.00
Bennett-Hemenway School	\$1,919,366.65	\$13,800.30	\$35,333.22
Brown School	\$1,501,944.64	\$10,245.70	\$24,069.62
Johnson School	\$951,278.62	\$8,193.11	\$37,407.25
Lilja School	\$1,459,356.99	\$14,517.31	\$27,010.40
Memorial School	\$1,690,057.86	\$11,152.20	\$18,889.76
Kennedy Middle School	\$3,012,096.12	\$27,520.16	\$80,515.61
Wilson Middle School	\$3,316,251.69	\$23,379.67	\$126,928.14
Natick High School	\$6,522,114.18	\$80,149.94	\$249,287.96
Curriculum Specialists	\$944,766.38	\$0.00	\$11,839.66
Pupil Personnel	\$3,667,644.91	\$0.00	\$120,696.22
Title I	\$19,067.96	\$0.00	\$0.00
Long Term Substitutes	\$395,510.21	\$0.00	\$0.00
All Other Personnel	\$856,400.06	\$8.27	\$19,321.53
Total Public Education Agencies	\$27,672,684.18	\$190,567.28	\$757,536.97
Grand Total	\$43,847,636.50	\$1,672,791.47	\$1,265,757.13
Water and Sewer Enterprise			
Utility Billing	\$75,116.00	\$3,366.18	\$0.00
Water Division	\$523,333.78	\$88,131.87	\$0.00
Sewer Division	\$561,095.74	\$79,330.75	\$0.00
Total Water and Sewer Enterprise	\$1,159,545.52	\$170,828.80	\$0.00

TOWN OF NATICK

MASSACHUSETTS

Community Development
Office



September 2001

SCALE 1:105,573

700 350 0 700
Meters

2,000 1,000 0 2,000
Feet



STREET INDEX

Natick, MASSACHUSETTS

Note: See previous page for a map of the town

ABBOTT RD	15	CHIEFTAIN LANE	53, 62	FAIRVIEW AVE	49, 50, 59	INDIAN ROCK RD	2, 4	MELVIN RD	21	POST OAK LANE	48	TEMPLE ST	43
ADAMS ST	44	CHRYSLER RD	16, 17	FAIRWAY CIR	33	INDIAN SPRINGS RD	78	MERCER RD	24	PREBLE ST	51	TERRACE RD	28, 29
ALDEN ST	4	CHURCH ST	44	FARM HILL RD	62, 63	INGLESIDE RD	15	MEREDITH PATH	30	PRESBRY PL	60	TERRANE AVE	19
ALGER ST	54, 55	CIRCULAR AVE	51, 52	FARRANT RD	13	IRVING RD	13, 19	MERIFIELD LANE	72, 73	PRESCOTT AVE	48, 57	THERESA LN	57
ALGONQUIAN DRIVE	45, 46, 53, 54	CLARENDON ST	44	FARWELL ST	52, 60, 61	IVY LANE	31	MERRILL RD	63, 64	PRINCETON RD	21	THIRD ST	26, 34
ALLEN CT	44	CLARKS CT	43	FAY WAY	52	JACKSON CT	26	MICHAEL TE	60, 66	PROCTOR ST	49, 50, 58	THOMPSON CT	43, 51
AMBLER CT	51	CLAYBROOK RD	70	FELCH CT	12, 13	JACQUELINE C/R	19	MICHIGAN DR	9, 14, 15	PROSPECT ST	40, 48	THOREAU CT	48
ANDREW CIR	4	CLEARVIEW DR	52, 53	FELCH RD	7, 13	JAMESON ST	60	MIDDLE ST	36	PRYOR RD	7, 13	TIBBETTS ST	36, 44
APPLE RIDGE DR	74, 75, 78, 79	CLIFF RD	36	FENNESSEY LANE	43	JEFFERSON ST	52	MIDDLESEX AVE	43	PUMPKIN PINE RD	39	TIMBER LANE	25
APPLETON RD	13, 19	CLIFTON RD	25, 33	FERN ST	58, 59	JENNIFER CIRCLE	49	MILFORD AVE	4	PURINGTON AVE	25	TOURNAMENT RD	40
APPLETREE LANE	12, 18	CLOVER LANE	62	FERNDALE RD	7, 13	JENNINGS POND RD	21	MILK ST	44	QUINCE ST	43, 51	TOWER CT	27
AQUEDUCT RD	68	CLOVER TE	62	FERRIN CT	43	JOSHUA PATH	60	MILL LANE	63	RABBIT RUN RD	25	TOWNSEND CIR	49
ARBOR CIR	29, 37	CLUBHOUSE LANE	2	FIELDSTONE LANE	71	JUDITH RD	26	MILL ST	32, 41, 40, 49	RANDALL CT	43	TRAVERSE RD	21
ARCADIA DR	26	COACHMAN LANE	23, 31	FIFTH ST	26, 34	JUNIPER LANE	52, 61	MILLBROOK RD	31, 39	RANGER RD	32, 40	TRAVIS RD	24, 25
ARCHER DR	25	COBBLESTONE DR	61, 67	FIRST ST	26, 34	JUSTIN RD	68	MOCCASIN PATH	53	RATHBUN RD	4, 9, 15	TREVOR LANE	32, 33
ARLINGTON CIR	20	COCHITUATE ST	43	FISHER ST	26, 27	KANSAS ST	34, 35	MOHEGAN TRL	47	RAY ST	4	TUCKER ST	42, 43
ARLINGTON RD	14, 20	COCHINS ST	55, 64	FISKE LANE	49	KAPRELIAN CT	18	MOORE ST	58, 59	REDMEN DR	59, 60	TYLER ST	26
ARROW PATH	53	COHNS ST	52	FISKE ST	49, 58	KAREN LANE	57	MORAN CT	35	REYNOLDS AVE	43, 51	UNION CT	43
ARTHUR ST	27	COLBURN ST	55	FLORAL AVE	51	KAREN LN	57	MORENCY ST	39	RHODE ISLAND AVE	21	UNION ST	44, 45, 53, 54, 63
ASH ST	12	COLEMAN CT	26	FLORAL AVE EXT	51	KATIE PATH	57	MORNINGSIDE AVE	61, 62	RICE ST	36	UNIVERSITY DR	37
ATHERTON ST	51	COLLEGE RD	30	FLORENCE ST	36, 44	KEANE RD	21	MORSE LANE	54	RICHARD RD	13	UPLAND RD	15, 21
AUBURN ST	54, 55, 64	COLLINS AVE	50, 59	FLYNN ST	18, 19	KEANE TE	21	MORSE ST	44, 52	RICHMOND RD	21, 29	VALE ST	36
AUSTIN WAY	28, 36	COLUMBIA AVE	25	FOLEY DR	26	KELLEY WAY	27	MULLIGAN ST	44	RIDGE AVE	25, 33	VALLEY RD	35, 43
AUTUMN LANE	48, 57	COMMON ST	44	FORD CT	51	KELSEY RD	33, 41	MURDOCK RD	37	RIVER ST	55, 64	VERMONT AVE	21
AVON LANE	25	COMMONWEALTH RD	2, 3, 4, 10, 11	FOREST AVE	43, 51	KENDALL LANE	39, 47, 56	N MAIN ST	6, 12, 18, 26, 27, 35, 43	ROBINHOOD RD	25	VERNON RD	32, 40
AVON ST	44	CONCORD PL	43	FOREST AVE EXT	51, 60	KENSINGTON RD	4, 9	NANCY RD	3, 8	ROCKLAND ST	60, 66, 71	VESTA RD	18
BACON ST	26, 29, 27, 30, 35, 36, 37	CONCORD ST	43	FOREST ST	43	KIMBALL CT	43	NAPLES RD	21	ROCKLAND TE	66	VICTORIA CIR	49
BADGER AVE	63	CORDIAL WAY	69, 70	FOSKETT CT	43	KINSMAN PL	35	NASHOBAH CIR	26	ROCKRIDGE RD	68, 69	VILLAGE BROOK LN	47
BAILEY HILL RD	63	COTTAGE ST	44, 52, 61, 67, 72	FOXHILL DR	9, 15	KNOX CT	51	NATICK LABS	34, 42	ROCKWOOD RD	53	VILLAGE GREEN A	74
BARCHSTEAD PL	50, 59	COUNTRYSIDE RD	60, 61	FRANCES AVE	33	LACONIA RD	21, 29	NATICK MALL	16, 17, 24	ROCKWOOD RD	53	VILLAGE GREEN B	74
BARNESDALE RD	24, 25, 32	COURSE BROOK LANE	58	FRANCONIA AVE	27, 35	LACOSTA DR	40	NEIL CIR	26	ROCKY HILL LN	51	VILLAGE GREEN LN	39, 40, 47
BASS RD	21	COURT ST	43, 44	FRANKLIN ST	36, 44	LAGRANGE ST	35	NELSON CT	51	ROLLING LANE	30	VILLAGE HILL LN	47
BASS TE	21	CRAFT RD	14, 20	FRONT ST	54, 55	LAKE ST	35	NELSON ST	51	ROSEWOOD LANE	8	VILLAGE ROCK LN	47
BAY STATE RD	28, 36	CRAIGIE ST	52, 61	FROST ST	3, 4	LAKESHORE RD	18, 26	NEW HAMPSHIRE AVE	21	ROUNDWOOD RD	27, 28	VILLAGE WAY	40, 47, 48
BAYBERRY RD	12	CRESCENT ST	33	GANNETT RD	21	LAKEVIEW AVE	4	NERN ST	36	ROXBURY AVE	43, 51	VIRGINIA RD	32
BEACON ST	27, 35	CREST RD	12	GARDEN RD	39, 47	LAKEVIEW AVE	49, 50, 59	NEW FIELD DR	18	ROY ST	57	VISION DR	19
BEACONSFIELD DR	27	CROSS ST	51, 52	GARFIELD ST	44	LAKEWOOD RD	26, 34	NEWFIELD DR	40, 47, 48	RUNNINGBROOK CIR	18	W CENTRAL ST	39, 40, 41, 42, 43
BEAR HILL RD	60	CURTIS RD	32	GIBBS ST	20	LAMPLIGHT CIR	23, 31	NEWMAN CIRCLE	9	RUSSELL CIR	13	WABAN ST	44
BEAVER DAM RD	32, 33, 40, 41	CURVE ST	51	GIBSON RD	35	LANES END	57	NIMITZ CIR	29	RUTLEDGE LANE	19	WALCOTT ST	43, 51
BEE ST	44	CYPRESS RD	12	GILBERT RD	31	LARCHWOOD LANE	77	NOBBY LANE	43	RUTLEDGE RD	12, 18, 19	WALDEN DR	51, 52
BELLEVUE RD	43	D ST	31	GILMORE AVE	55	LARKSPUR WAY	39	NOKOMIS WAY	53	S MAIN ST	43, 44, 51, 59, 60, 65	WALKUP CT	48, 57
BELMERE RD	41	DARBY CT	7	GLEN CT	63, 64, 69, 74, 78	LAUREL RD	48	NOLIN ST	3, 4	SADDLEBROOK RD	2	WALNUT AVE	37, 45
BELVIDERE ST	35, 36	DARTMOUTH ST	12, 18	GLENWOOD ST	69	LAUREL LANE	39, 47	NONESUCH DR	3, 4	SAMUEL PATH	57	WALNUT PARK RD	19, 20
BENNETT ST	51	DAVID DR	36	GORDON RD	12	LEACH LANE	7	NORTH AVE	36, 43, 44	SANCTUARY BLVD	61	WALNUT ST	20, 27, 28, 35, 43
BENKELEY RD	62	DAVIS BROOK DR	53, 62	GRANBY RD	33	LEAVITT ST	54, 55	NORTHWOOD LANE	27	SAWIN ST	36	WARING RD	12, 13
BEVERLY RD	14, 15, 21	DEAN RD	24	GRANDVIEW ST	52, 61	LEDGE LANE	60, 66	NOTTINGHAM DR	25	SCARSDALE RD	53	WARREN RD	64
BIGELOW AVE	35	DEEPWOODS CIR	68, 73	GRANT ST	48, 49	LEIGHTON ST	13	OAK HILL RD	6, 12	SCHALLER ST	55	WASHBURN CT	51
BIRCH RD	12, 18	DEERFIELD LANE	27, 28	GREAT ROCK CIR	48, 49	LELAND RD	14, 20	OAK KNOLL RD	8, 14, 15, 21, 29	SCHOOL ST	44	WASHINGTON AVE	35, 43
BISHOP ST	31	DEVIN DR	8, 9	GREEN ST	49	LENA RD	49	OAK ST	51	SCHOOL ST EXT	44, 52	WASHINGTON ST	36, 44
BLOSSOM CIR	18, 19	DEWEY ST	44	GREENLEAF ST	31, 39	LIBBY RD	12, 18	OAKLAND ST	51, 60	SECOND ST	26, 34	WATER ACCESS	8, 14, 26
BLUEBERRY HILL RD	31	DIAMOND ST	43	GREENWOOD RD	24, 32	LIBERTY ST	8, 13, 14	OAKLAND TE	50, 51	SHADY OAK LANE	31	WATER ST	55, 64
BLUESTONE WAY	61, 67	DIGREN RD	28, 29	GRISTMILL LANE	73	LINCOLN CIR	52	OAKRIDGE AVE	29, 30, 37, 38	SHATTUCK ST	35, 36	WATSON ST	66
BODEN LANE	31, 39, 40	DOESKIN PATH	61	GROVE RD	21, 29	LINCOLN PL	44, 55, 64	OLIVER ST	51	SHEFFIELD RD	13	WAYSIDE RD	41
BOLSER AVE	49	DONCASTER DR	33	GROVE TE	35	LINCOLN ST	44, 52	OLIVIER ST	31, 39	SHERIDAN ST	44	WEBSTER ST	52
BORDER RD	29, 30	DONOVAN LANE	36, 37	GROVE WAY	37	LINDEN ST	19, 27	ORCHARD RD	21	SHERMAN ST	44	WEDGEWOOD RD	13, 19
BRADFORD RD	13, 14	DORSET LANE	37	HALEY WAY	29	LINWOOD RD	39, 47	OTIS ST	14, 15	SHERMAN TE	44	WELLESLEY AVE	40, 48
BRAEMORE RD	39, 40	DOUGLAS AVE	70	HAMMOND AVE	6, 12	LODGE RD	33	OVERBROOK TE	27	SHERWOOD RD	25, 33	WELLESLEY RD	15, 21
BRIAR LANE	4	DOVER RD	36	HAMMOND RD	6	LODGE LN	41	OVERLOOK RD	22, 29, 30	SHORE RD	21	WELLESLEY RD EXT	15
BRIGHAM CT	37, 45	DRAPER ST	49	HAMPshire DR	19	LOIS ST	27	OXBOW RD	39	SHORE TE	21	WELLS ST	21
BROADS AVE	54, 63	DRURY LANE	13	HARDING RD	25	LOKER ST	26	OXFORD ST	15	SILVERHILL LANE	48	WENTWORTH RD	19
BROOK HOLLOW	54	DURANT RD	50, 59	HARDWICK RD	56	LONGFELLOW RD	14, 15, 21	PALMER AVE	43	SKOHEGAN WAY	45	WEST ST	50, 51, 59
BROOK ST	54	DWIGHT AVE	13	HARP CT	23	LONGVIEW ST	31, 39	PAMELA RD	8	SOUTH AVE	43, 44	WESTERN AVE	43, 51
BROOKDALE RD	31, 39	DWIGHT AVE EXT	13	HARRISON ST	43	LOOKOUT AVE	48, 49	PARK AVE	19, 27, 35	SOUTH ST	68, 73, 76, 77	WESTFIELD RD	40, 41
BROWNING RD	21	E CENTRAL ST	30, 37, 38, 44, 45	HARTFORD ST	24, 25, 31, 32	LOOKOUT FARM RD	64, 70	PARK ST	44	SPEEN ST	10, 16, 17, 25, 33, 41, 49, 57, 58, 49	WESTLAKE RD	12, 13
BUCKINGHAM RD	32, 33	E EVERGREEN RD	12, 13, 19	HARVARD ST	36	LOTUS PATH	12	PARKER CT	43	SPooner AVE	49	WESTVIEW AVE	44
BUCKSKIN LANE	52	EAST ST	44	HARVARD ST EXT	36	LOWELL RD	18	PARKMAN ST	35	SPRING ST	43	WESTVIEW TE	44
BUENA VISTA RD	21, 22	EASTLEIGH LN	59	HARVEST MOON DR	61, 67	LUPINE ST	19, 27	PARKVIEW ST	52	SPRING VALLEY RD	13	WESTWOOD RD	15, 21
BUNKER LANE	58	EDEN ST	43	HARWOOD CIR	20	LYMAN ST	25	PARSON WAY	63	SPRUCE LN	48	WETHERSFIELD RD	13, 19
BURNING TREE RD	39, 40	EDGEWOOD AVE	52	HAWTHORNE ST	14, 20	LYNN ST	13, 33	PATTON RD	29	SQUIRE CT	48	WHALEN LN	43, 44
BURNING TREE TE	40	EDSON ROAD	69, 70	HAYES ST	44	MADISON ST	21, 29	PAUL ST	20	ST MARYS DR	54	WHEELER LANE	19
BYRON RD	21	EDWARDS RD	49	HEARTHSTONE CIR	7, 8	MADONNA ST	31	PAULINE DR	36, 37	ST THOMAS AVE	64	WHISPERING LN	61, 67
CABOT ST	4	EISENHOWER AVE	41	HEIDI LANE	18	MAGNOLIA RD	12	PEARL ST	43, 51	STACEY ST	40, 48	WHITCOMB ST	49
CAMP ST	48	ELIOT HILL RD	67, 68, 72, 73	HEMLOCK DR	31, 39	MAIN ST	43, 44	PEGAN LANE	75, 79	STAGG DR	25	WHITNEY CIRCLE	9
CAMPUS DR	50	ELIOT ST	54, 55, 63, 68, 69	HERBERT RD	49	MAINE AVE	21	PELHAM RD	23, 31	STANLEY ST	18, 19	WHITTRIDGE RD	67, 72
CAPE ST	64	ELIOT ST	71, 72, 73	HERITAGE LN	34	MAINSTONE RD	2	PENACOOK LANE	37, 45	STETSON RD	24	WHITTIER RD	15
CARLISLE TE	27, 28	ELM ST	43	HF BROWN WAY	47	MALDEN ST	44	PENOBSCOT DRIVE	45	STEVEN CIR	37	WHITTIER RD EXT	15
CARLSON CIR	58	ELMWOOD AVE	51, 52	HICKORY RD	8	MANCHESTER PL	37, 45	PETERSON RD	15	STILLMAN CIR	56	WIGHT FARM RD	27
CARSHA DR	66	ELWIN RD	31	HIGH ST	43, 51	MANOR AVE	20	PHEASANT HOLLOW RD	48, 57	STILLMAN ST	56	WILDMEADOW LANE	66, 71
CARTER DR	29, 37	EMERSON ST	13, 14, 19	HIGH ST EXT	51	MANSFIELD ST	44	PHILLIPS POND RD	69, 74	STONE TER	31	WILDWOOD PL	33, 41
CARVER HILL ST	63	ENGLAND RD	58	HILLAND ST	35, 36	MAPLE AVE	50	PICKEREL RD	15	STONEBRIDGE CIR	40	WILLOW ST	35
CASWELL ST	55	ERIE DR	8, 14	HILL CREST AVE	51, 52	MAPLE ST	43	PILGRIM RD	31, 32, 40	STONES END ROAD	60	WILLOWGREEN RD	37
CECIL RD	24, 25	ERLANDSON RD	21, 29	HILLSIDE RD	36	MARIE PATH	57	PINE ST	6, 7, 8	STRATFORD RD	6, 7, 13	WINCH WAY	35, 36
CECIL RD	51	ESSEX RD	23	HILFFMAN CT	43	MARION ST	36, 44	PINEHURST AVE	48, 49	STRATHMORE RD	24	WINDSOR AVE	58, 59
CECIL RD	54	EUCLID AVE	14, 15, 21	HOMER RD	40, 48	MARJORIE LANE	49	PINERIDGE RD	21, 22	STRAWBERRY HILL RD	37, 45	WINNEMAY ST	35
CECIL RD	51, 60	EUCLID CIR	14	HOMER RD	47	MARK ST	7, 13, 14	PINEWOOD AVE	48, 57	SUMMIT RD	43	WINSLOW RD	21, 29
CEMETERY ST	42, 50	EVANS DR	6	HOMER RD	39, 47	MARSHALL AVE	48, 57	PITTS ST	43, 51	SUMMER ST	43	WINTER ST	3, 4, 8
CENTRE ST	19, 20	EVERETT ST	71, 72, 73	HOMER RD	66, 67, 71	MARSHALL RD	29	PLAIN ST	43, 51	SUNDANCE WAY	52	WOLFE TER	60
CHALCOM CIR	68	EVERETT TE	72	HOMER RD	47	MARSHALL RD	29	PLEASANT ST	43, 51	SUNNYSIDE RD	18, 26	WOODBINE RD	48
CHARLES ST	25	EVERGREEN RD	11, 12	HOMER RD	47	MARSHALL RD	29	PLEASANT ST	43, 51	SUNSET PATH	12	WOODBURY LANE	62
CHESTER ST	44	FAIRBANKS PL	27	HOMER RD	47	MARSHALL RD	29	PLEASANT ST	43, 51	SUNSHINE AVE	15	WOODCOCK PATH	67, 68
CHESTNUT ST	27, 35	FAIRS LANE	69	HOMER RD	47	MARSHALL RD	29	PLEASANT ST	43, 51	SUPERIOR DR	17	WOODLAND HEIGHTS	53, 62
				HOMER RD	47	MARSHALL RD	29	PLEASANT ST	43, 51	SURREY LANE	24, 32, 33	WOODLAND ST	52, 53, 54, 61, 62
				HOMER RD	47	MARSHALL RD	29	PLEASANT ST	43, 51	SYLVESTER RD	58	WOODLEIGH RD	61
				HOMER RD	47	MARSHALL RD	29	PLEASANT ST	43, 51	SYLVIA AVE	48, 49	WOODS CT	36
				HOMER RD	47	MARSHALL RD	29	PLEASANT ST	43, 51	TAMARACK RD	45, 46		

When You Want Information On....

POLICE/FIRE/AMBULANCE (EMERGENCY)

911

HOSPITAL

650-7000

Telephone

Birth Certificates	Town Clerk	647-6430
Building Permits	Building Inspector	647-6450
Burial Permits	Health Department	647-6460
Community Farm	Natick Community Farm	655-2204
Council on Aging	Senior Citizen Center	647-6540
Death Certificates	Town Clerk	647-6430
Disabilities	Com. On Handicapped Affairs	647-6519
Dog Licenses	Town Clerk	647-6430
Elections	Board of Registrars	647-6459
Fire (non-emergency)	Fire Department HQ	647-9550
Fishing & Hunting Licenses	Town Clerk	647-6430
Health	Health Department	647-6460
Housing Authority	4 Cottage Street	653-2971
Library	Morse Institute	647-6520
Licenses	Board of Selectmen	647-6410
Lights, Street	Board of Selectmen	647-6410
Marriage Certificates	Town Clerk	647-6430
By-Laws, Town	Town Clerk	647-6430
Plumbing Permits	Building Department	647-6450
Police (non-emergency)	Police Department	647-9510
Public Transportation	Natick Neighborhood Bus	647-6446
Recreation Workshops & Programs	Recreation & Parks Dept.	647-6530
Rubbish & Trash Collection	Public Works Department	647-6550
School Department	Main Number, NHS	647-6600
Selectmen	Board of Selectmen	647-6410
Sewers	Public Works Department	647-6550
Street Maintenance	Public Works Department	647-6550
Tax Assessments	Assessors	647-6420
Tax Collections	Tax Collector	647-6425
Voting, Registration	Board of Registrars	647-6459
Water Bills	Tax Collector	647-6425